

Roll No.

Total No. of Pages : 2

Total No. of Questions : 15

MBA / MBA(IB) (Sem.-2nd) (2012 Batch)
HUMAN RESOURCE MANAGEMENT
Subject Code : MBA-203
Paper ID : [C0248]

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTION TO CANDIDATES :

1. **SECTION-A** contains **SIX** questions carrying **FIVE** marks each and students has to attempt any **FOUR** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : **Units-I, II, III & IV**. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **EIGHT** marks.

SECTION-A

1. Discuss the scope of HRM and HRD. Discuss briefly the scope of HRM in India.

2. Write short notes on : Coaching, Mentoring.
3. Explain different types of financial incentive plans.
4. Write a note on job stress and how it can be handled?
5. What are the necessary conditions for effective collective bargaining?
6. Write a note on competency mapping.

SECTION-B

UNIT - I

7. Discuss the objectives of HRM and explain the environment of HRM in India.
8. Briefly describe the concept of job analysis and explain its process.

UNIT - II

9. Explain the various on-the job and off-the job training methods.
10. What do you mean by placement? Explain the contents for making induction process a success.

UNIT - III

11. What is meant by compensation? What are the basic objectives and principles of wages and salary administration?
12. Highlight the various legal provisions for industrial safety and employee's health in industries.

UNIT - IV

13. Define grievance. Identify and analyze the various causes of grievances in Indian industries.

R audit, Quality Circles in India.

SECTION-C

CASE STUDY :

THE RIGHT MIX OF PEOPLE

15. Mr. Sharma has a small business set up employing 100 workers. Now he is planning to further expand his workforce. He discusses the situation with the new human resource manager of the organisation. He expresses his interest to have a mix of old people who have a better understanding of the running processes and new joiner who are more tech savvy and hold professional degrees.

Assuming that you are a human resource manager, what would you suggest Mr. Sharma so that he is able to manage his human resource efficiently ?