NMBA021

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 270224

Roll No. | 1 | 4 | 0 | 3 | 2 | 7 | 0 | 0 | 9 | 3 |

M. B. A.

(SEM. II) THEORY EXAMINATION, 2014-15
MANAGING HUMAN RESOURCES

Time : 3 Hours]   [Total Marks : 100

Note :   This question paper contains three sections.

SECTION - A

1   Attempt any four of the following :   5×4=20

(a)   Differentiate Human Resource Management with Personnel Management.

(b)   What are Fringe Benefits ? Describe the various types of fringe benefits offered to employees in India.

(c)   Explain the difference between Lay off and Retrenchment.

(d)   Define HR Planning.

(e)   Mention the Strategic Management Process.

(f)   What do you mean by Job Evaluation ?

SECTION - B

2. Read the following case and answer the question given at the end of the case :

Mudra Chemicals Ltd. has planned for computerization of nearly 50% of the production operation and control. It has taken care of all resources in the computerization plan including Human Resources. The present inventory of HR and future requirement as follow :

S.No.	Category of Human Resources	Present Inventory	Requirement after computerization	Surplus
1	Chemical Engineers (Operation)	15	8	7
2	Chemical Engineers	10	6	4
3	Mechanical Engineers (Maintenance)	2	2	0
4	Supervisors	10	2	8
5	Operators	30	10	20
6	Quality Controllers	5	1	4
	Total	72	29	43

The HR planner suggested the redeployment of chemical engineers in their newly started sister concern i.e. Star Paper Mills Ltd., and retrench surplus employees of all other categories. They also recommended to the management for any other recruitment.

The computerization was over by the end of 2014. When the management wanted to start the production on the newly computerized process, it was shocked to note that many employees in the production dept. were not suitable to the new jobs and the information supplied by the HR planners did not match with the reality.

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Questions :   3×10=30

(a) Who is responsible for the present state of affairs ?

(b) What measures would you suggest to deal with the problem ?

(c) Do you think Training and Development is the important key which was ignored by the planners ? If yes suggest the importance of training and development in the above mentioned situation.

SECTION - C

Note :   Attempt all questions.   5×10=50

3   What are different sources of Recruitment ? Mention their merits and demerits.

OR

Since people's effort and ability cannot be quantified and predicted with certainty and so is the outcome they produce. How can human resource management be used in fulfilling the objective of retaining people improving job satisfaction and productivity of the work force ?

4   Discuss the stages of evolution of Human Resource Management in Indian corporate. Also differentiate Human Resource Management with Human Resource Development.

OR

Describe the growth and development of HRD in India.

5   What do you mean by Fringe Benefits ? Give the broad details of Fringe benefits available to Senior Executives of an Organization.

OR

Explain the designing of a Training and Development Programme. Why training evaluation is considered as the important phases of training programme ?

6   What is National Wage Policy ? Explain – Minimum Wage, Fair Wage and Living Wage.

OR

What do you understand by the term performance appraisal ? What are the objectives of performance appraisal ? Discuss in brief the methods of performance appraisal.

7   Describe different approaches of Industrial Relations.

OR

Write short notes on : (any two)
(a)   Importance of Industrial Relations
(b)   Human Resource Information System
(c)   Human Resource Accounting.

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