

Seat No.	
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M.B.A. (Part - I) (Semester - II) Examination, May - 2014
HUMAN RESOURCE MANAGEMENT
(Paper - XI)
Sub. Code : 48330

Day and Date : Monday, 26-05-2014**Total Marks : 70****Time : 10.00 a.m. to 1.00 p.m.**

- Instructions :**
- 1) Q.No. 1 and Q.No. 5 are compulsory.
 - 2) Attempt any two questions from Q.No. 2 to 4.
 - 3) Figures to the right indicate full marks.

Q1) Case study: **[20]**

Virender usually comes to work in a drunken state. His immediate supervisor sends him home with another man, intending to speak to him when he is a sober. Next day under the influence of alcohol, Virender picked up a high pressure hose and threw it in the face of his supervisor. The company discharged him for intoxication, insubordination, assault with a delay weapon, and violation of company rules and regulations. The union did not deny the rude behavior of Virender. However, it alleged that-

- a) He has been having trouble with his wife.
- b) His record has otherwise been excellent.
- c) He has sent home but not otherwise given a warning on the first day and
- d) In other cases of drunkenness that occurred this year the men were referred to Alcoholics Anonymous.

The contention of the management was;

- a) Virender has had no previous disciplinary record but his work has not been good.
- b) Virender was in no condition to appreciate a warning the first day,
- c) The men referred to Alcoholics Anonymous were quite drinkers who hadn't committed major violations of company safety rules, and

- d) Alcoholics Anonymous are for alcoholics and there is no evidence that Virender is an alcoholic.

Questions

- a) Suggest suitable measures to tackle the problem.
b) Was the company's position correct?

Q2) a) "The activities involved in human resource management pervade the entire organisation". Comment on it and explain the importance of human resource management. [8]

- b) What do you mean by recruitment? Explain the sources of recruitment. [7]

Q3) a) Explain the compensation functions of management. [8]

- b) Explain the qualifications and qualities needed to become Human Resource Manager. [7]

Q4) a) Describe the different challenges of HRM. [8]

- b) What do you mean by training? Explain the importance of training. [7]

Q5) Write short notes on (Any Four): [20]

- a) Career in HRM.
b) Line and Staff aspects of HRM.
c) Employee Separation.
d) Approaches of HRM.
e) Challenge of government regulation.
f) Maintenance of human resource.

