

**SP-355**

**Total No. of Pages : 3**

Seat No.	
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**M.B.A. (Part - I) Semester - II) (CBCS) (New)**  
**Examination, May - 2018**  
**HUMAN RESOURCE MANAGEMENT (Paper - XII)**  
**Sub. Code : 68312**

**Day and Date : Wednesday, 16-05-2018**

**Total Marks : 80**

**Time : 3.00 pm. to 6.00 p.m.**

- Instructions :**
- 1) Q No.1 and Q.No. 2 are Compulsory.
  - 2) Any two from Q. 3 to Q. 5.
  - 3) Figures to the right indicate marks.

**Q1) Read the case carefully and answer the questions below it. [20]**

Amrit Electrical is a family owned company of approximately 250 employees. Mr. Rajesh Khaitan recently took over as president of the company. A short time after joining the company, he, began to following a discussion with the HR director that the pay of the salaried employees was very much a matter of individual bargaining. Factory workers were not a part of the problem because they were unionized and their wages were set by collective bargaining. An examination of the salaried payroll showed that there were 75 employees ranging in pay from that of the president to that of receptionist. A closer examination showed that 20 of the salaried employees were females. Five of these were front time factory supervisors and one was the HR director. The other fourteen were non-management.

This examination also showed that the HR director was underpaid and that the five female supervisors were paid somewhat less than any of the male supervisors. However, there were no similar supervisory jobs in which there were both male and female supervisors. When questioned, the HR director said that she thought that the female supervisors were paid at a lower rate mainly because they were women and because they supervised less skilled employees than did the male supervisors. However, Mr. Khaitan was not convinced that this was true. He decided to hire a compensation consultant to help him. Together they decided that all 75 salaried jobs should be in the same job evaluation cluster, that a modified job evaluation method should be used and that the job descriptions recently completed by the HR director were

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correct and usable in the study, the job evaluation also showed that the HR director and the five female supervisors were being underpaid in comparison with the male employees.

Questions:

- a) Whether compensation policy in the organization was right? [20]
- b) What would you do if you were Mr. Khaitan?

**Q2) Read the following case let and answer the question. [20]**

Satish was a Sales Manager for Industrial Products Company in City branch. A week ago, he was promoted and shifted to Head Office as Deputy Manager - Product Management for a division of products which he was not very familiar with. Three days ago, the company VP - Mr. George, convened a meeting of all Product Managers. Satish's new boss (Product Manager Ketan) was not able to attend due to some other preoccupation. Hence, the Marketing Director, Preet - asked Satish to attend the meeting as this would give him an exposure into his new role. At the beginning of the meeting, Preet introduced Satish very briefly to the VP. The meeting started with an address from the VP and soon it got into a series of questions from him to every Product Manager. George, of course, was pretty thorough with every single product of the company and he was known to be pushy and a blunt veteran in the field. Most of the Product Managers were very clear of George's ways of working and had thoroughly prepared for the meeting and were giving to the point answers.

George then started with Satish. Satish being new to the product, was quite confused and fared miserably. Preet immediately understood that George had possibly failed to remember that Satish was new to the Job. He thought of interrupting George's questioning and giving a discrete reminder that Satish was new. But by that time, George who was pretty upset with the lack of preparation by Satish made a public statement "Gentlemen, you are witnessing here an example of sloppy work and this can't be excused"

Questions:

- a) Was it at all necessary what George has talk to Satish?
- b) What may be your action if you was Satish?
- Q3) a) Differentiate between Human Resource and Personnel Management. [10]**
- b) What do you mean by HRd? Explain its Objectives. [10]
- Q4) a) What are the various methods of Training. [10]**
- b) Explain the various factores affecting Recruitment. [10]
- Q5) Write Short Notes on (Any four) [20]**
- a) Scope of HRM.
- b) Employee Service.
- c) HRM in Indian Context.
- d) Performance Appraisal.
- e) HRD Climate.
- f) HRP.

