

Seat No.	
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M.B.A. (Part - I) (Semester - II) Examination, December - 2015
HUMAN RESOURCE MANAGEMENT (Paper - III) (CBCS)
Sub. Code : 57114

Day and Date : Tuesday, 22 - 12 - 2015

Total Marks : 80

Time : 02.30 p.m to 05.30 p.m.

- Instructions :**
- 1) Q. No.1 and 5 are compulsory . Any two from Q No.2 to 4.
 - 2) Figures to the right indicate marks.

Q1) Case Study

[20]

Manoj is incharge of a binding works in Mumbai. which employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises and the fifth moves the blank paper and finished print by handcar. This fifth position. which demands no skill other than driving a handcar, need to be filled and three applications have been received. Their names are Robert, Varun, Amrut.

The first one Mr.Robert is 35 years. unmarried and a Navy Veteran. Robert has a poor work record. During his five years in Mumbai he has worked only as seasonal labour and occasional odd jobs. He drove a forklift in the Navy, while working at Chennai. He has a strong built body, which could help, although the work is generally light.

The second one Mr. Varun aged twenty two years, came to Mumbai two years back from Tamil Nadu. He has worked as farm labour for many years and assembly line work for one year. His Hindi is poor. but can speak English. He resides with his mother and seems certain to remain in the area for some more time. After having run farm equipment, he should have no trouble steering a hand car.

The third one Mr.Amrut is a local boy, finished his high school some times ago subsequently he got a diploma from a local polytechnic and is currently employed as an assistant in Seven Hills Transport Company. His character reference are good. Mr.Amrut seems to be quick and was track star in his high school.

P.T.O.

Questions:-

- a) Analyse the case
 - b) How much consideration should be given to Mr.Robert's poor work record?
 - c) Who should be hired? Why?
- Q2)** a) What are the functions performed by HRM in an organisation? [10]
b) Define Human Resource Management. Differentiate between HRM and Personnel Management. [10]
- Q3)** a) Define HRP and explain its process [10]
b) What do you mean by compensation management? What are the factors affecting wages and salary [10]
- Q4)** a) Explain the steps involved in training process. [10]
b) What do you mean by performance Appraisal? Explain the process of performance appraisal. [10]
- Q5)** Write Short note (Any four) [20]
- a) Dual Career
 - b) Moonlighting of employees
 - c) HR Accounting
 - d) Succession Management
 - e) Fringe benefits
 - f) External Mobility

