



**Regu-N – 342**

Seat No.	
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**M.B.A. ( Part – I) (Semester – II) Examination, 2012**  
**Paper – XI : HUMAN RESOURCE MANAGEMENT (New Course)**  
**Sub. Code : 48330**

Day and Date : Tuesday, 22-5-2012  
Time : 10.00 a.m. to 1.00 p.m.

Total Marks : 70

**Instructions :** 1) Q. No. 1 and 5 are **compulsory**.

2) Attempt **any two** questions from Q. No. 2 to Q. No. 4.

3) Figures to the **right** indicate marks.

1. Read the following case carefully and answer the questions given at the end of the case :

**20**

Rudely Shaken, Vijay came home in the evening. He was not in a mood to talk to his wife. Bolted inside, he sat in his room and brooded over his experience with a company he loved most.

Vijay, an M.Com. and an ICWA, joined the finance department of a Bangalore-based electric company (Unit 1), which boasts of an annual turnover of Rs.400 crores. He is smart, intelligent, but conscientious. He introduced several new systems in record-keeping and was responsible for cost reduction in several areas. Being a loner, Vijay developed few friends in and outside the organization. He also missed promotions four times though he richly deserved them.

G.M. Finance saw to it that Vijay was shifted to Unit 2 where he was posted in purchasing. Though purchasing was not his cup of tea, Vijay went into it whole hog, streamlined the purchasing function and introduced new systems, particularly in vendor development. Being honest himself, Vijay ensured that nobody else made money through questionable means.

After two years in purchasing, Vijay was shifted to stores. From finance to purchasing to stores was too much for Vijay to swallow.

He burst out before the unit head and unable to control his anger, Vijay put in his papers too. The unit head was aghast at this development but did nothing to console Vijay. He forwarded the papers to the V.P. Finance, Unit 1.

**P.T.O.**



The V.P. Finance called in Vijay, heard him for a couple of hours, advised him not to lose heart, assured him that his interests would be taken care of and requested him to resume duties in purchasing in Unit 2. Vijay was also assured that no action would be taken on the papers he had put in.

Six months passed by. Then came the time to effect promotions. The list of promotees was announced and to his dismay, Vijay found that his name was missing. Angered, Vijay met the unit head who coolly told Vijay that he could collect his dues and pack off to his house for good. It was great betrayal for Vijay.

**Questions :**

- a) Analyse the case.
  - b) What should Vijay do ?
  - 2. a) What are the broad objectives of Human Resource Management ? 8
  - b) Explain the significance of HRM in a business organization. 7
  - 3. a) What are the challenges of HRM in a current business scenario ? Explain with suitable examples. 8
  - b) Discuss in detail the operative functions of HRM. 7
  - 4. a) What is the impact of technology on HRM ? Give suitable examples. 8
  - b) Explain the Line and Staff aspects of HRM in a business organization. 7
  - 5. Write short notes on **any four** : 20
    - a) Scope of HRM
    - b) Ethics in HR
    - c) Evolving approaches of HRM
    - d) Career in HR
    - e) Importance of HR Manager
    - f) Changing personal values of people.
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