

Seat No.	
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M.B.A. (Part - I) (Semester - II) (CBCS)
Examination, April - 2016
HUMAN RESOURCE MANAGEMENT (Paper - XI)
Sub. Code : 57114

Day and Date : Tuesday, 12 - 04 - 2016

Total Marks : 80

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

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

Q1) Analyse the case and answer the questions below:

[20]

Mr. Soshi, HR manager of B-Group of companies approached to the MD on 30th April, 2015 and informed him about absence of Mr. Dhere, Assistant Technician in Quality Control Department, for last three months and insisted to approve the show-cause notice to be served to Mr. Dhere as per the Labour Law.

The MD told Mr. Soshi to go to Mr. Dhere's house, find out the reason of absence and solve the problem instead of just reporting and serving the notice. Mr. Soshi immediately left for Mr. Dhere's house and learnt from neighbors that Mr. Dhere has been in distress for collecting an amount of Rs. One lakh for the surgery of his sick daughter in Aarati hospital. Mr. Soshi could meet Mr. Dhere at 6 p.m. Both of them then met the MD and informed about reason for absence and distress.

The MD immediately asked to contact the hospital and inform that the company will pay Rs. Onelakh on the next day. He requested the doctor to conduct the surgery without waiting for depositing corresponding charges.

The MD instructed Mr. Soshi to arrange to issue a cheque for Rs. One lakh in favour of the hospital and also pay Rs. Ten Thousand in cash to Mr. Dhere to meet incidental expenses as a grant. Both Mr. Soshi and Mr. Dhere were surprised at MD's decision. Mr. Dhere became emotional and touched feet of the MD.

P.T.O.

The MD told Mr. Soshi, 'Employees' problems are the company's problems. We have to treat the employees as members of the Company's family. The news spread in the entire company within no time and employees felt highly grateful.

- a) Do you agree with Mr. Soshi's suggestion to follow a legal process? Why?
- b) Identify motives behind granting Rs. One Lakh Ten Thousand to Mr. Dhere?
- c) What are probable effects of this decision on employees' morale?
- d) What would be your approach as MD of the B-Group of companies?

- Q2) a) Explain meaning and functions of HRM with examples. [10]**
b) Elaborate qualities of HR managers. [10]

- Q3) a) Discuss different steps in scientific selection of employee. [10]**
b) Describe the concept and components of compensation management. [10]

- Q4) a) 'Appropriate training improves employee's performance.' Justify. [10]**
b) State and explain HRM trends in new era. [10]

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

- a) Strategic HRM.
- b) Job Analysis.
- c) Fringe Benefits.
- d) Career Planning.
- e) Succession Management.
- f) Employee Engagement.

