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**M.B.A. (Part - I) (Semester –II) Examination, 2010
HUMAN RESOURCE MANAGEMENT (Paper – IX)**

Day and Date : Thursday, 25-11-2010
Time: 10.30 a.m. to 1.30 p.m.

Total Marks : 70

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

1. Case Study :

Read the following case carefully and answer the questions at the end of the case : **20**

Mr. Kishore is a Branch Manager of Indian Bank at one of its village branches. His staff included two clerks and an attendant. Very often Mr. Kishore was left alone in the bank after 5.p.m. to tally accounts, day books and complete all other formalities.

On 30th December, Mr. Kishore was working g till past 2.p.m. tallying the accounts since hardly one day was left for closing the accounts for the year. On this fateful night, the Branch Manager was attacked by a band of robbers, who looted Rs. 5 lakh after brutally wounding Mr. Kishore's right hand, which had to be amputated later. After his recovery, the Branch Manager applied for compensation. The Bank Management was of the opinion that Mr. Kishorer violated the job specification by working beyond to stipulated hours of work. He, in their view, was not entitled to any compensation as the

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accident occurred during non-employment hours. They also called for an explanation as to why the amount lost cannot be recovered from his salary and Provident Fund.

Questions :

- a) Analyse the case.
 - b) What modifications do you suggest in job specification to overcome such incidents in future?
 2. A) Discuss the operative functions of Human Resouce Management. **8**
B) What is the importance of Human Resouce planning in an organization? **7**
 3. A) Outline the factors that affect recruitment process in an organization. **8**
B) Discuss the statutory provisions under Factories Act, 1948 regarding health of employees. **7**
 4. A) What are the factors affecting wage and saary levels in the organization? **8**
B) What is Human Resouce Accounting? Discuss its limitations. **7**
 5. Write short notes on **(any four)** : **20**
 - a) Scope of Human Resource Management
 - b) VRS
 - c) Moon lighting by employees
 - d) Induction
 - e) Job description
 - f) Occupational Hazards.
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