

END TERM EXAMINATION

SECOND SEMESTER [MBA] MAY-JUNE-2013

Paper Code: MS112

Subject: Human Resource Management

NSP108

MS/FM/112

Time : 3 Hours

Maximum Marks :60

Note: Attempt any five questions. All questions carry equal marks.

- Q1 (a) What is HRM? Summarize the evolution of human resource function.
(b) Identify several consequences of an organization's failure to recognize that its HRM practices comprise an interrelated system.
- Q2 What are the purposes of HR Planning? How might imbalances between HR-demand and supply be reconciled?
- Q3 What is internal and external labour market? Why, when recruiting for a vacant position, might the internal and external labour market be your first choice?
- Q4 Bring out the steps in the Training and Development process. How would you measure the effectiveness of a training program designed to improve loan processing in a financial services institution?
- Q5 (a) What is compensation? Describe how you can ensure that a compensation process is suitable for employees?
(b) Discuss the concept of Broadbanding.
- Q6 What role can you, as a manager play in a union-organizing effort? If you were asked as a manager to provide input for the purposes of a collective bargaining process, what type of information would you provide?
- Q7 How much responsibility do companies have to help employees balance their work and personal lives? What options are available to help achieve work/life balance?
- Q8 Write short notes on **any two** of the following:-
(a) Managing protean careers.
(b) Contemporary performance appraisal
(c) Career Development Initiatives
(d) Ergonomic considerations of job design
