

END TERM EXAMINATION

SECOND SEMESTER [MBA] MAY-JUNE 2018

Paper Code: MS-112

Subject: Human Resource Management

MBA (FM)-112 (Batch-2017 Onward)

Time: 3 Hours

Maximum Marks: 75

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

- Q1 (a) Comment on the following statement: "Management of human resources is the responsibility of every manager and not only of the human resource department."
(b) "If effectively performed, Human Resource Management (HRM) can make the crucial difference between successful and unsuccessful organization." In light of this statement describe the role of HRM in today's organizations.
- Q2 How is workforce diversity related to HRM? Japan launched a program to reverse a fast-shrinking population. A cornerstone of this program is to subsidize companies for providing child care to employees, something that, for instance, France has been doing since long. "I just don't believe it is a matter of child support," says one employee, "it is a matter of changing the mindset." What is your opinion on the effectiveness of a program such as this? Explain.
- Q3 Develop a job description for a set of management of trainees in the HR department of an IT firm. Examine with suitable examples how job description is essential for HR decisions such as recruitment and selection, performance appraisal and training.
- Q4 (a) Why are tests used as a tool of selection of workforce? Describe any three types of employment tests commonly used in an industry.
(b) What is realistic job preview?
- Q5 What steps can HR professionals take to ensure that mergers and acquisitions are successful? How can HR help during the integration process?
- Q6 What is the need to promote safety and health of employees at work? Develop a working definition of ergonomics as it applies to sitting in a classroom or studying for an exam. How would you go about making those situations less stressful?
- Q7 How different working patterns effect the culture of the organization and performance of individuals? Explain.
- Q8 Write short notes on **any two** of the following:-
(a) Competency mapping
(b) Balanced scorecard
(c) Psychological contract
(d) Mentorship
