MB-111

Sl.No. :

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Second Semester M.B.A. Degree Examination, June - 2023
(Non CBCS) (SLM Scheme)
MANAGEMENT
People Management

Time : 3 Hours **Max. Marks : 80**

SECTION-A

Answer any five sub-questions. Each sub-question carries Three marks.[5 × 3 = 15]

Q1) a) What are the principles of people management.

b) Differentiate between recruitment and selection.

c) What do you mean by job rotation?

d) What is balance sheet approach of compensation?

e) What do you mean by career progression?

f) Define mentoring and coaching.

g) What is succession planning?

SECTION-B

Answer any Four questions. Each question carries Five marks. [4 × 5 = 20]

Q2) Explain scope and objection of people management.

Q3) Discuss steps in job evaluation?

Q4) How to diagnose the training needs of employees?

Q5) How to understand the behaviour of people at work?

Q6) What are the statutory aspects of welfare of employees?

Q7) State Manager's role in people management.

SECTION-C

Answer any Three questions. Each question carries Ten marks. [3 × 10 = 30]

Q8) Describe the concept of job analysis and explain its process.

Q9) Explain various on the job and off the job training methods.

Q10) Elaborate the objectives and principles of wages and salary administration.

Q11) Define grievance. Identify and analyse the various causes of grievance in Indian Industries.

Q12) Bring out the different methods of performance approval.

SECTION-D

Q13) **Case (Compulsory):** **[1 × 15 = 15]**

Mr. Rajvardhan has a small business set-up employing 100 workers. Now he is planning to further expand his unit and work force. He discusses the situation with newly appointed HR manage of his organisation. He expresses his interest to have a mix of old people with experience who have a better understanding of the running processes and new joiners who are more tech. savg and hold profession/ technical degrees.

Questions :

Assuming that you are a new recruited HR manager, what would you suggest, Mr. Rajvardhan, so that he is able to manage his human resource difficulty by considering all functions of HR Management.

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