MB111

Sl. No.

II Semester M.B.A. Degree Examination, May/June - 2026

MANAGEMENT

People Mangement

(Non-CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five sub-questions. Each sub question carries Three marks. (5×3=15)

1. a) What is Human Resource Management?

b) What is meant by Employee relation?

c) What is job enrichment?

d) Define recruitment.

e) What do you mean by T-group training?

f) State the objectives of HRP.

g) What is appraisal system?

SECTION - B

Answer any Four questions. Each question carries Five marks. (4×5=20)

2. What is competency mapping? Explain.

3. State the functions of HRM.

4. Describe the process of manpower planning in today's globalised scenario.

5. Elucidate the various causes for accidents.

6. What is monetory and non monetory benefits? Explain.

7. Write a note on succession planning.

SECTION - C

Answer any Three questions. Each question carries Ten marks. (3×10=30)

8. Explain the nature and scope of Human Resource Management.

9. Discuss the on the job and off the job training methods.

10. Discuss the steps involved in recruitment and selection process.

11. What are the various environmental factors which affect HR management practice in today's changing business scenario?

12. What are the causes of employee's grievances in an organisation? How cansuch grievances are addressed effectively?

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SECTION - D

13. Case study (Compulsory). **(1×15=15)**

XYZ Company, a medium-sized manufacturing firm, has been experiencing a high rate of employee turnover in recent months. The turnover rate has puzzled senior management and raised concerns about the company's ability to retain valuable talent. In an effort to address this issue, HR Manager Sarah Smith has been tasked with developing a comprehensive plan to reduce turnover and improve employee retention.

Upon analyzing the situation, Sarah found that the primary reasons for employee turnover at XYZ Company include lack of growth opportunities, poor work-life balance, and inadequate communication between management and employees. In addition, some employees have cited a lack of recognition and appreciation for their hard work as a key factor in their decision to leave the company.

To tackle these issues, Sarah developed a multifaceted approach that includes the following strategies:

a. Career Development Programs: Implementing career development programs to provide employees with opportunities for growth and advancement within the company. This includes offering training, mentorship, and job rotation programs to help employees enhance their skills and knowledge.

b. Work-Life Balance Initiatives: Introducing flexible work schedules, remote work options, and wellness programs to promote a healthy work-life balance for employees. This includes encouraging employees to take breaks, fostering a culture of mindfulness, and providing resources for stress management.

c. Improved Communication Channels: Enhancing communication channels between management and employees to ensure that feedback is received and addressed effectively. This includes regular company-wide meetings, confidential feedback mechanisms, and open-door policies to encourage transparency and collaboration.

d. Employee Recognition Programs: Implementing employee recognition programs to acknowledge and reward employees for their contributions to the company. This includes employee of the month awards, bonuses, and public recognition at company events to show appreciation and motivate employees to continue putting in their best effort.

Questions:

i. Do you think the above approach solves the problem?

ii. What else strategy do you suggest?
