MB-111

Sl.No. : **Total No. of Pages : 3**

Second Semester M.B.A Degree Examination, May - 2025
(SLM Scheme) (Non CBCS)
MANAGEMENT
People Management

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

SECTION - A

Answer any five sub-questions. Each question carries three marks.

[5 × 3 = 15]

Q1) a) What is People Management?

b) Define formal group.

c) Write a short note on an employee morale.

d) Define compensation.

e) Write the advantages of Job analysis.

f) Define recruitment.

g) Write a note on job evaluation.

SECTION - B

Answer any four sub-questions. Each question carries five marks. [4 × 5 = 20]

Q2) Explain the functions of People's management.

Q3) Define job description. Explain the process of job description.

Q4) Discuss the needs of industrial health.

Q5) Define training. What are the benefits of training?

Q6) Explain the Provident fund act.

Q7) Define Perk. State its advantages.

SECTION - C

Answer any three questions. Each question carries ten marks. **[3 × 10 = 30]**

Q8) Explain the factors determining employee compensation.

Q9) What is selection? Explain the process of selection.

Q10) Describe the various factors of job satisfaction.

Q11) Describe the different methods of performance appraisal.

Q12) Explain the scope and objectives of Labour welfare.

SECTION - D

Case (Compulsory). **[1 × 15 = 15]**

Q13) The XYZ electrical company is a mobile manufacturer, Mr. Mahesh established the company in 1990, he was keenly aware of the importance of a highly motivated workforce and how the company's success, infact depended on it. Therefore, Mr. Mahesh had to ensure that each employee would work as diligently as possible for the good of the organization.

Mr. Mahesh realized that the best way to motivate employees would be to line the company's reward and recognitions system to its goals. To establish this connection, Mr. Mahesh developed and implemented a comprehensive incentive system. Its aim was to improve the company's overall performance by allowing contributing workers to share in the proceeds. The plan rewards employees for turning out quality products effectively while controlling costs. The system includes the following components.

Paying by pie cerate: Production workers are paid according to the number of 'pieces" or product units they produce that are not defective. If a customer sends a defective piece back to the company, the employee who produced it must repair it on his or her own time.

Paying year end bonus : to reward workers further for their efforts, Mr. Mahesh introduced a year end bonus system that gives all workers an opportunity to nearly double their salaries. Employees get the bonus if the company's annual profit increases.

Providing stock options : Mr. Mahesh also provided his employees with the option of buying company's stock at low cost. Employees are also given shares of the company's stock based on annual profits.

Questions:

a) How does Mr. Mahesh want to motivate work force?

b) What would be the future expectation of Mr. Mahesh from employees of ZXY electrical company?

c) Would you agree with Mr. Mahesh and his comprehensive incentive system? Substantiate the answer with reasons.

