MBHC-2.4

Sl.No. : **Total No. of Pages : 2**

II Semester M.B.A. Degree Examination, May/June - 2023
(CBCS, SLM Scheme)
MANAGEMENT
Human Resource Management

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

SECTION - A

Answer any five questions. Each question carries 5 marks. **[5×5=25]**

Q1) What are the functions of Human Resource Management?

Q2) Distinguish between Job Description and Job Specification.

Q3) Highlight the factors affecting Man Power Planning.

Q4) Distinguish between Training and Development.

Q5) Describe the non-wage payments in Compensation Management.

Q6) Write a note on Training need Assessment.

Q7) Write the benefits of committed workforce.

SECTION - B

Answer any four questions. Each question carries 10 marks. **[4×10=40]**

Q8) Explain the various sources of Recruitment?

Q9) Highlight the benefits of Training from the perspective of both employer and employee.

Q10) Discuss the various method of Performance Appraisal.

Q11) Explain the benefits of training to employer and employee.

Q12) Discuss the recruitment practices in Banking Industry in India.

Q13) Explain the concept of learning organization and its benefits to the organization.

SECTION - C

Q14) Case (Compulsory) : **[1×15=15]**

In an organization, a middle aged senior executive was expecting promotion for the past 4 years which is due for him as he is with the organization from its inception. The performance appraisal methods in the organization are changing every year, as HR manager is highly curious and adventurous in testing many new methods. The middle aged executive cannot cope up with the up gradation of softwares related to performance appraisals. He is sincere in his job, not very high performing or low. He accomplishes his targets and have been loyal to the organisation.

When every time his promotion is denied based on performance rankings and his juniors move up the ladder, he felt cheated and victimized. He curse and loath the system of performance appraisals and recently, his behaviour is changing on the negative side, not cooperating with his superiors (once juniors), absenteeism increasing and performance still going low.

Answer the questions :

a) Who is responsible for the poor performance of the executive and what is the major issue in this case?

b) Is the performance evaluation system followed in the company not good?