MBHC-2.4

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

Second Semester M.B.A. Degree Examination, May - 2024
(SLM Scheme) (CBCS)
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 is Human Resource Management? State its objectives.

Q2) State the internal sources of recruitment. Explain any one.

Q3) What is collective bargaining? Explain.

Q4) Briefly explain the process of HRP.

Q5) Mention the objectives of job analysis.

Q6) Explain the concept of training need assessment.

Q7) What are the factors influencing wage fixation?

SECTION - B

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

Q8) Explain the modern methods of training.

Q9) Discuss the steps involved in employee performance evaluation.

Q10) Discuss the various strategies used by management to retain their employees.

Q11) Describe the recent trends in human resources management.

Q12) Critically evaluate the steps involved in selection process.

Q13) Explain the methods of job analysis.

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

Ramoji Rao is in charge of a bindery in Vijayawada, which employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises and the fifth moves the blank paper and finished print by handcar. This fifth position, which demands no skill other than driving a handcar, needs to be filled and three applicants have responded.

The first is Mr. Matti Anjaiah who is thirty five, unmarried and a Navy veteran. Anjaiah has a poor work record. During his five years in Vijayawada he has worked only seasonal labour and occasional odd jobs. He drove a forklift in the Navy, while working at Visakhapatnam. He has a strong build, which could help, although the work is generally light.

Mr. Nehal Singh, age twenty-two, came to Vijayawada two years back from Punjab. He has done farm labour for many years and assembly-line work for one year. His command of English is poor (but can speak the regional language, Telugu, fluently). He resides with his mother and seems certain to remain in the area for some time. After having run farm equipment, he should have no trouble steering a handcar.

Mr. Vangaveeti Raja is a local boy who finished high school two years ago. Subsequently, he got a diploma from a local III and is currently employed as an assistant in Savani Transport Company Vijayawada. His character references are excellent. Mr. Raja is small, but he seems quick and was track star in high school.

Questions:

a. How much consideration should be given to Mr. Anjaiah's poor work record? Should Mr. Ramoji Rao check to verify it?

b. How important is a command of English to the job ? How quickly could Mr. Nehal Singh assimilate enough English to be effective?

c. Should Mr. Nehal Singh be passed over because of his status as a recent migrant?

d. Should Mr. Raja get the job ? How heavily should his references be weighed against his in experience ?