MBHC-2.4

Sl. No.

II Semester M.B.A. Degree Examination, May/June - 2025
MANAGEMENT
Human Resource Management
(CBCS Scheme)

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

SECTION - A

Answer any Five questions. Each question carries Five marks. **(5×5=25)**

1. State the various functions of HR manager.

2. What are the objectives of training need assessment?

3. What is job rotation? Explain.

4. State the objectives of selection procedure.

5. Explain the components of compensation management.

6. Mention the various sources of recruitment.

7. Highlights the causes of employee grievance.

SECTION-B

Answer any Four questions. Each question carries Ten marks. **(4×10=40)**

8. Explain the nature and scope of Human resource management.

9. Discuss the steps involved in the selection methods.

10. Describe the on the job and off the job training methods.

11. Elucidate the various factors influencing worker participation in management.

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

13. Explain the recent trends in HRM.

[P.T.O.

SECTION - C

Case Study (Compulsory) **(1×15=15)**

14. Green Future Enterprises, an eco-friendly consumer goods company, was experiencing rapid growth and expansion. The HR department, managing 200 employees, was struggling to cope with the increased demands. Key issues included in consistent performance evaluations, a lack of alignment between employee goals and company objectives, and difficulties in scaling HR practices to support the company's growth.

Challenges:

a) **Inconsistent Performance Evaluations:** Performance reviews were infrequent and varied widely in quality, leading to perceptions of unfairness and confusion among employees.

b) **Misalignment of Goals:** There was a disconnect between individual employee goals and the company's strategic objectives, affecting overall productivity and employee satisfaction.

c) **Scaling HR Practices:** Traditional HR Practices were proving inadequate as the company expanded, leading to inefficiencies in managing HR functions and supporting a larger workforce.

HR Management Strategies Implemented:

1) **Standardizing Performance Evaluations:**

- **Introduction of a 360-Degree Feedback System:** Implemented a 360-degree feedback process to provide employees with comprehensive performance evaluations from peers, subordinates, and supervisors. This system aimed to offer a more holistic view of performance and areas for improvement.

- **Regular Performance Reviews:** Instituted bi-annual performance reviews with clear, standardized criteria and training for managers on delivering constructive feedback and setting actionable goals.

2) **Aligning Employee Goals with Company Objectives:**

- **Goal - Setting workshops:** Conducted workshops to help employees set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals aligned with the company's strategic objectives. These workshops also included training on how to track and measure progress effectively.

- **Quarterly Goal Alignment Meetings:** Held quarterly meetings where teams reviewed their goals, adjusted them as needed based on company Priorities, and discussed progress with management.

3) **Enhancing HR Practices for Scaling:**

- **Adoption of an HR Information System (HRIS):** Implemented a comprehensive HRIS to automate various HR functions, including recruitment, onboarding, performance management, and employee records. This system provided scalability and improved data accuracy.

- **Decentralized HR Support:** Established HR business partners within each department to provide tailored HR support and ensure alignment with departmental needs and company-wide policies.

Questions:

i) Do you think these strategies yield good results?

ii) If not what else would you suggest?

———————