

**R15****Code No: 721CK****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA II Semester Examinations, June/July-2018****HUMAN RESOURCE MANAGEMENT****Time: 3hours****Max.Marks:75****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A.

Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

**PART - A****5 × 5 marks = 25**

- 1.a) What is the status of HR function in a big organization? Bring out the new approaches to organizing HR. [5]
- b) What is the importance of job description for recruitment and selection? [5]
- c) What is sensitivity training? What are its objectives? [5]
- d) What are the objectives of compensation management? [5]
- e) What are the statutory provisions regarding health in a chemical industrial unit? [5]

**PART - B****5 × 10 marks = 50**

- 2.a) How does demographic dividend of a country affect the HRM functioning of organizations?
- b) What are the emerging challenges of HR managers working in leading technology driven companies? [5+5]

**OR**

- 3.a) Discuss the role of strategic management while formulating HR policies.
- b) What is the impact of globalization on HR scenario in India? [5+5]
- 4.a) What are the exclusive benefits of campus recruitment? What guidelines do you think appropriate for campus recruitment?
- b) How does job specification differ from job description? [5+5]

**OR**

- 5.a) What is an 'Application blank'? What information is desirable to be provided by the applicant in it?
- b) What are the different types of interviews for selection? [5+5]

6. Explain in detail the various methods of training by bringing out clearly advantages and limitations of each of them. [10]

**OR**

7. Read the following case and answer the questions put to you.  
When ABA Technology Ltd. moved one of their divisions to Bangalore, the branch manager in Mumbai decided to transfer those employees who did not wish to go to Bangalore to other local divisions. Ten of the thirty choose to stay and be transferred to another division. Madhuri was one of those. She was assigned to the computer moving-head division.

When Madhuri reported to the new job, Narendar Kumar, her new supervisor told her he did not know whether or not he would have a permanent position for her. For three days Madhuri sat and watched other employees do their work. On Friday, Narendar announced that their division had received another big contract and he would brief Madhuri on her new assignment on Monday.

Madhuri arrived at 9.a.m. on Monday morning and waited anxiously to learn about her new job. Narendar did not arrive until 10.30. He was being briefed on the new contract, he told and would not be able to meet Madhuri before lunch. At 1.30 p.m. Narendar returned to show Madhuri the operation, “we are reworking model 10-D and it only requires changing two spot welds”. With this jig, you can turn one out in about three to five minutes. Narendar added, “by the way, you will be quality control supervisor on this job. Just double check these six spots on the blueprint”. He did not write on the blue prints or mark the areas in any way. Madhuri was given no idea how important the checks might be.

“Please watch me”, said Narendar to Madhuri, taking up the welding torch. “Anyone can do it easily.” He repeated the operation five or six times. Madhuri tried it and experienced no difficulty. Neither of them checked their reworked pieces with the blue print to see if they would pass the quality control check and as a result, Madhuri never checked any pieces after that demonstration. Narendar did not see Madhuri again until Friday.

During the week several things happened. More than half the motors did not work correctly by the time they reached the final assembly. It could not be determined whether the faulty motors were the result of Madhuri’s work or the result of a lack of quality checks. A box of 20 parts had been approved by Madhuri since her initials were on the inspection card, but she had not made the necessary alternations. That was when Narendar found time to talk to Madhuri again.

Questions:

- a) What incidents showed that Narendar was not performing a good job as a trainer?
- b) How do you think Madhuri feels about Narendar and about her new job?
- c) If you were Narendar, what would you have done to improve Madhuri’s performance?
- d) Would a mentor have helped the situation? How? Why? [10]

8.a) What are the general principles of compensation?

b) What is the concept of ‘broad banding’ pay? [5+5]

**OR**

9.a) What are the objectives of Minimum wages act?

b) What are the components of executive compensation package? [4+6]

10. What are the functions and responsibilities of Industrial Relations Department? [10]

**OR**

11.a) What are industrial ‘occupational hazards’? How can they attended?

b) What are ‘industrial disputes’ as per the Industrial Dispute act? [5+5]

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