

R17**Code No: 742AA****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA II Semester Examinations, December - 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) Narrate the functions of a HR manager in the present global scenario. [5]
- b) Explain any three errors that occur during interviewing process. [5]
- c) Define training needs analysis and its types. [5]
- d) What are the factors that determine the pay rate and why is it important to consider these factors while fixing pay? [5]
- e) How should the companies involve in ensuring the safety of employees working in leather industry? [5]

PART - B**5 × 10 Marks = 50**

2. Explain the recent trends due to globalization, technology and workforce demographics and the effect of these trends on managing people in organizations. [10]

OR

3. Human resource information system is key for making decisions in organizations. Elucidate the role of HRIS in an IT company considering the interrelationships among various human resource management functions. [10]

4. With a flowchart explain the selection process taking the context of a hospitality sector where the selection process is carried for a manager of a 5-Star hotel. [10]

OR

5. Job analysis is very important in clearly establishing the roles and responsibilities of an employee. Consider any two job roles of your choice and prepare the job analysis that includes job description and job specification. [10]

6. "Money spent on training is not expenditure, it is an investment". Justify this statement. [10]

OR

7. All organizations expect their employees to show high performance. Explain the role of performance management system in making decisions on compensation, promotion and training. [10]

8. The pay based on performance enables the employees to get paid in equivalent to their performance. Give your opinion on the suitability of pay based performance among doctors in a private hospital. [10]

OR

9. What do you understand by employee welfare facilities? Explain the various welfare facilities that organizations provide to their employees. [10]

10. List out different employee grievances in a car manufacturing company. Explain the employee grievance handling procedure. [10]

OR

11. Unions play an importance role in achieving various collective needs of the employees through collective bargaining. Explain various aspects that need to be discussed and achieved through the collective bargaining process other than the salary issue in an oil and gas company. [10]

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