

Code: 14E00201

MBA II Semester Regular & Supplementary Examinations June/July 2017

HUMAN RESOURCE MANAGEMENT

(For students admitted in 2014, 2015 & 2016 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION - A

Answer the following: (05 X 10 = 50 Marks)

- 1 Define human resource management. Explain the significance of human resource management.
OR
- 2 Briefly explain the major activities of HRM.
- 3 Explain about the methods and sources of recruitment.
OR
- 4 What is job evaluation? Explain in detail the job grading as a method of job evaluation.
- 5 Define compensation. Explain the objectives and influencing factors of compensation management.
OR
- 6 Discuss the prevalent system of wage incentives in India. What are the prerequisites of a good wage incentive scheme?
- 7 What are the different approaches to measure performance of an employee? Explain
OR
- 8 Explain the significance and advantages of career planning and development.
- 9 Define total quality management. Discuss the basic concepts of TQM.
OR
- 10 Outline three possible reasons for the failure of an outsourcing contract.

SECTION - B

(Compulsory Question)

01 X 10 = 10 Marks

11 Case study:

Praneeth Industries Limited, Kolkata is producing electric bulbs, water coolers, air coolers and refrigerators. Recently it added a new line of production i.e., electric motor both for domestic and agricultural purposes. It needed one electric engineer with B.Tech qualification to look after the new plant producing electric motors. Presently five electric engineers with B.E qualification as assistant engineers are working in the existing plant. The company advertised for the post of chief engineer (electrical) for its new plant. It received twelve applications out of which five are from the assistant engineers working in the existing plant.

The company used techniques of preliminary interviews, tests, final interview and medical examinations and finally selected Mr.Krishna Swamy, employed in the existing plant of the company. He is fourth in the seniority list of the assistant engineers in the present plant. The company served the appointment order to Mr.Swamy and he jointed as chief engineer in the new plant. But the three assistant engineers in the existing plant moved the issue to the court of law contesting that the selection of Mr.Krishna Swamy is not valid as he is not the senior one among the assistant engineers in the existing plant.

Questions:

- (a) What would be the management version in the case?
- (b) Predict the court judgment regarding this issue.