

Code No: MB1622/R16**MBA II Semester Regular Examinations, May-2017****Human Resource Management****Time: 3 Hours****Max. Marks: 60**

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | What is meaning of HRM and what are its functions in the organisation? | 6 |
| b | What is the role and position of the HR department in organisational development? | 6 |
| 2. a | What are the challenges faced by the HRM in present global era? | 6 |
| b | Explain the changing role of HRM. | 6 |
| 3. a | What are the different types of Management Development Programmes? | 6 |
| b | Define career. Explain the factors influencing on employees career development. | 6 |
| 4. a | Define performance appraisal. What are the errors in performance appraisal methods? | 6 |
| b | What are the compensation mechanisms at global level? | 6 |
| 5. a | Explain different types of wage and salary policies. | 6 |
| b | Define welfare. What are the statutory welfare measures should followed by every organisation? | 6 |
| 6. a | What are the determinants of wage and salary ? | 6 |
| b | Define industrial dispute. What are the mechanisms to settle the industrial disputes? | 6 |
| 7. a | Define grievance? What are the methods of grievance procedure? | 6 |
| b | How HRIS helps to the HR department to maintain employee details. | 6 |

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8. **Case Study :** Silvermoon Hotels have been run by the Wadia family since the 1940s. Wadia Group, through its subsidiary companies is also into travel and tourism, event management, and marketing services. Dina Wadia is the present Chief Executive. Her only son and heir apparent, 18 years old Shiraj Wadia recently died in an air crash. Dina has now decided that her successor would be someone outside of her family. As the CEO's position was always held by family members there has been neither internal competition nor grooming of other managers at Silvermoon Hotels for the CEO spot resulting in a deficiency of internal candidates. With the support of the Board, Dina has hired an external firm to lead the search process for her successor, which would consider candidates both inside and outside the company.

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Questions

If you are the external firm consultant, how would you approach the selection of the family CEO?

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