

Internal Assessment Test - III

Sub:	Human Resource Management					Code:	16MBA21		
Date:	27.05.2017	Duration:	90 mins	Max Marks:	40	Sem:	II	Branch:	MBA

		OBE	
		CO	RBT
Part A - Answer Any Two Full Questions (16*02=32 Marks)			
1 (a)	Give the meaning of Performance Appraisal.	[02]	CO1 L1
(b)	Define the term Employee Grievance, and also give the meaning of Employee Discipline	[06]	CO2 L2
(c)	Write a note on: Essentials of Successful Grievance Handling, illustrate it with grievance model procedure.	[08]	CO3 L3
2 (a)	What do you mean by MBO?	[02]	CO2 L1
(b)	Elaborate on the concept of labour welfare	[06]	CO1 L2
(c)	Analyze in brief stages of disciplinary procedure with flow chart.	[08]	CO3 L4
3 (a)	List out the objectives of compensation.	[02]	CO3 L1
(b)	Discuss various steps used for performance appraisal process.	[06]	CO2 L3
(c)	What is employee discipline? Connect your answer with the types of employee discipline.	[08]	CO1 L4
Part B - Compulsory (01*08=08 marks)			
4	Rama Krishna is a forklift operative at a large industrial warehouse. During a particularly busy shift, Rama Krishna tripped over a load of Air-condition sets. Rama Krishna was tested for drug and was dismissed. He immediately filed a grievance, claiming that he used drugs two months before. Regarding the outcome of drug and alcohol testing the company's code of conduct says, "Employees found guilty should be dismissed."		
(a)	Assess what strategy would you follow if you were preparing Rama Krishna's Grievance Complaint?	[04]	CO1 L5
(b)	What points do you take up the mediator for solving the issue?	[04]	CO3 L4

Course Outcomes		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
CO1:	To understand the HRM concepts and theory	1c 6c		5a						
CO2:	To obtain an overview of various HRM functions and practices	3a	2a 4a							
CO3:	To gain an insight into the various statutory	1a 1b	3b	5b						

provisions										
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Cognitive level	KEYWORDS
L1	List, define, tell, describe, identify, show, label, collect, examine, tabulate, quote, name, who, when, where, etc.
L2	summarize, describe, interpret, contrast, predict, associate, distinguish, estimate, differentiate, discuss, extend
L3	Apply, demonstrate, calculate, complete, illustrate, show, solve, examine, modify, relate, change, classify, experiment, discover.
L4	Analyze, separate, order, explain, connect, classify, arrange, divide, compare, select, explain, infer.
L5	Assess, decide, rank, grade, test, measure, recommend, convince, select, judge, explain, discriminate, support, conclude, compare, summarize.

PO1 - *Engineering knowledge*; PO2 - *Problem analysis*; PO3 - *Design/development of solutions*; PO4 - *Conduct investigations of complex problems*; PO5 - *Modern tool usage*; PO6 - *The Engineer and society*; PO7- *Environment and sustainability*; PO8 - *Ethics*; PO9 - *Individual and team work*; PO10 - *Communication*; PO11 - *Project management and finance*; PO12 - *Life-long learning*