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14MBA21

Second Semester MBA Degree Examination, June/July 2017
Human Resource Management

Time: 3 hrs.

Max. Marks:100

SECTION - A

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 What is Induction? (03 Marks)
- 2 What roles do Human Resource Managers play? (03 Marks)
- 3 Define Job description and Job specification. (03 Marks)
- 4 What are the different types of promotions? (03 Marks)
- 5 Differentiate training from education and development. (03 Marks)
- 6 What is Industrial conflict? (03 Marks)
- 7 Differentiate between Line and Staff function. (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 What are the functions performed by HR managers? Explain the functions in brief. (07 Marks)
- 2 Discuss the different methods used in MDPs. (07 Marks)
- 3 What welfare facilities and statutory provisions are extended to employees in India? (07 Marks)
- 4 Explain the different career stages. (07 Marks)
- 5 What are the merits and demerits of different sources of recruitment? (07 Marks)
- 6 What are the factors influencing compensation levels? (07 Marks)
- 7 What is Employee discipline and what are the requisites of a good disciplinary system? (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 How and why Human Resource Planning is carried out? (10 Marks)
- 2 Discuss the different types of selection tools used by organizations. (10 Marks)
- 3 Explain the different methods of performance appraisal. Why is performance appraisal important? (10 Marks)

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- 4 Write about the Industrial Relations management practices in India. (10 Marks)
- 5 Discuss the career and succession planning processes. (10 Marks)
- 6 What are the structure and objectives of compensation system in India? (10 Marks)
- 7 Explain the training process. (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

Sunil Jois joined Canara Bank, Belgaum branch as a clerk after MSc Biotechnology from Manipal in 1992. He was very hard working but lacked diligence. He obtained professional qualification, CAIIB in 1998. After this, he applied for officer's post under the promotion quota. But because of low scores, he was not promoted. However, on his request, he was transferred to his home town Manipal. There, he joined the Union and became an active member. Over the years, he was known as a tough union activist.

Parallely, he started a business of dealership under a dummy name and was quite successful. In 2005, he was offered promotion on the recommendation of his branch manager. But Sunil, rejected the promotion offer citing bad health.

Questions :

1. Comment on the promotion policy of the bank. (05 Marks)
2. Do you think the Bank's decision to promote Sunil after 13 years of service is in the right direction? Why / Why not? (05 Marks)
3. Why did Sunil refuse promotion? (05 Marks)
4. Is it right on Sunil's part to start a business under a dummy name? Why/Why not? (05 Marks)
