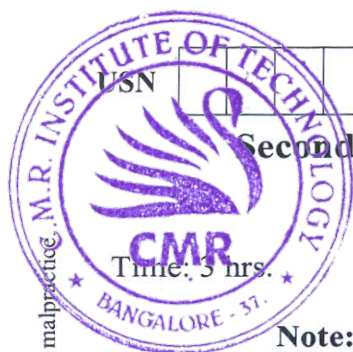


CBCS SCHEME

20MBA21



Second Semester MBA Degree Examination, Jan./Feb. 2023 Human Resource Management

Max. Marks:100

**Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.**

- 1 a. Define Human Resource Management. (03 Marks)
b. Describe Human Resource competencies. (07 Marks)
c. Discuss the Harvard model of Human Resource Management. (10 Marks)
- 2 a. Define HRP. (03 Marks)
b. Write a note on Employee Benefits. (07 Marks)
c. Discuss the factors influencing recruitment. (10 Marks)
- 3 a. What is Performance Appraisal? (03 Marks)
b. Discuss the features of HRP. (07 Marks)
c. Describe the Training process. (10 Marks)
- 4 a. What are the objectives of Industrial relations? (03 Marks)
b. Discuss the Equity Theory of compensation. (07 Marks)
c. Discuss the factors influencing the adoption of HRM practices in SME's. (10 Marks)
- 5 a. What are Employee Relations? (03 Marks)
b. How do Human Resource Management practices contribute to Organization innovation? (07 Marks)
c. Discuss the critical HR issues of today and tomorrow. (10 Marks)
- 6 a. Define SME. (03 Marks)
b. Write a note on HR and Technology. (07 Marks)
c. Discuss the factors affecting innovation process in organisation. (10 Marks)
- 7 a. Define Innovation. (03 Marks)
b. Discuss the differences between service sector and manufacturing sector. (07 Marks)
c. Describe Selection process. (10 Marks)

8 **CASE STUDY :**

Torrel Finance Company is a large company located in the rapidly growing areas in the capital city. As a result of growth and expansion the company required talented personnel. Ratna had recently been hired to develop and install a new HR planning system. Ratna soon realized that many functions with cross divisional lines existed in the company and required broad exposure to finance business. She noticed that the divisional and corporate objectives were not directly aligned. Therefore she knew that HR planning process would have to be corporate wide in scope. Moreover she was also informed by her Boss that the focus of HR planning system should be on Management development and succession planning.

The Boss had asked her to provide the management with the statement of objectives of the new HR planning systems along with a list of suggested steps in the implementation of the HR planning system.

Questions :

- a. If you were in position of Ratna, what objectives would you keep in mind for HR planning?
(10 Marks)
- b. What would be your plan with regard to the important steps in the implementation of HR planning systems?
(10 Marks)
