

**ADITYA ENGINEERING COLLEGE (A)**

MBA II Semester End Examinations (Regular), APR 2018

**HUMAN RESOURCE MANAGEMENT**

**Time: 3 hours**

**Max. Marks: 60**

**PART – A Answer any FOUR questions**

**PART – B Compulsory**

**All Questions Carry Equal Marks**

**All parts of the questions must be answered at one place only**

**PART – A**

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|---|---|--|-----|-------|
| 1 | a | What are the main functions of HRM in an industrial organization? Discuss briefly?           | CO1 | [6M]  |
|   | b | “A policy is a guide to take decisions” Discuss the statement and various kinds of policies? | CO1 | [6M]  |
| 2 | a | Critically discuss various sources of recruitment?   | CO2 | [6M]  |
|   | b | What is management development? Describe any four techniques of management development?      | CO2 | [6M]  |
| 3 | a | Explain Goal Setting and MBO approach to performance appraisal?                              | CO3 | [6M]  |
|   | b | Explain HRP process?   | CO2 | [6M]  |
| 4 | a | Explain the concept of Career Development?   | CO3 | [6M]  |
|   | b | Explain the statutory and non statutory welfare measures?                                    | CO4 | [6M]  |
| 5 | a | Explain Job Design and Evaluation?   | CO4 | [6M]  |
|   | b | Discuss the cross cultural problems?   | CO1 | [6M]  |
| 6 | a | List the safety provisions under the Factories Act, 1948?                                    | CO5 | [6M]  |
|   | b | Explain any two methods of incentive payments system?  | CO4 | [6M]  |
| 7 | a | Explain any two workers participation schemes in India?                                      | CO5 | [6M]  |
|   | b | Explain the machinery for settlement of industrial disputes?                                 | CO5 | [6 M] |

(P.T.O)

**PART - B**

8 **CASE STUDY**

[12M]

A Heavy construction equipment manufacturer has its corporate headquarters in a large city in south India with several plants located in various parts of the country. Every year the company hires about 50 college graduates to the position of management trainees. The training period is nine months. While it involves some classroom training, the trainees spend most of the time on-the-job assisting first line supervisors. The company has been experiencing difficulties in retaining the management trainees. Many of them have been leaving the company well before completing the training and the performance of those who have completed the training has not been very satisfactory either. The CEO of the company is of the view that the staffing process used to hire the trainees requires improvement.

**Questions:**

- a If you were given this assignment, how would you proceed?
- b Determine the reasons why trainees are leaving the organization?

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