

2M5101

Roll No. _____

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M.B.A. II-Sem (Main / Back) Exam., May - 2018

M-201A Human Resource Management

Time: 3 Hours

Maximum Marks: 70

Min. Passing Marks: 28

Instructions to Candidates:

- (i) *The question paper is divided in two sections.*
- (ii) *There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any 4 questions. Section B contains short case study / application based question which is compulsory.*
- (iii) *All questions carry equal marks.*

1 NIL

2 NIL

SECTION – A

Q1 (a) Explain the line and staff functions of HRM with suitable examples. [7]

(b) Trace the evolution of HR functions and write a note on its relevance in the organizations in the modern context. [7]

Q2 Write short notes on (Any two): [7+7=14]

(a) Job Analysis

(b) Organizational Structure

(c) 360° Appraisal System

Q.3 (a) Write a short note on the process of selection and selection techniques. [8]

(b) Explain sources of recruitment. [6]

Q.4 Write a short notes on: [3½×4=14]

(a) In basket training

(b) Sensitivity training

(c) T- group training

(d) Evaluation of training program

Q.5 Discuss the emerging statutory aspects of compensations and benefits. [14]

Q.6 Compare and contrast any two traditional and modern performance evaluation techniques. If you were to choose among the two to evaluate employees of your organisation, which would it be? Why. [14]

SECTION – B

Q.7 Case Study¹

Ajay, a machine operator, worked as a mechanist for Vijay, the supervisor. Vijay told Ajay to pick up some trash that had fallen from Ajay's work area, and Ajay replied, "I won't do the Jaintor's work." Vijay replied, "When you drop it, you pick it up." Ajay became angry and abusive, calling Vijay a number of names in a loud voice and refusing to pick up the trash. All employees in the department heard Ajay's comments. Vijay had been trying for two weeks to get his employees to pick up trash in order to have cleaner workplace and prevent accidents. He talked to all employees in a weekly

departmental meeting and to each employee individually atleast once. He stated that he was following the instructions of the general manger. The only objection came from Ajay.

Ajay has been with the company for five years, and in this department for six months. Vijay had spoken to him twice about excessive alcoholism, but otherwise his record was good. He was known to have quick temper.

This outburst by Ajay hurt Vijay badly. Vijay told Ajay to come to the office and suspend him for one day for insubordination and abusive language to a supervisor. The decision was within company policy, and similar behaviors had been punished in other departments. After Ajay left Vijay's office, Vijay phoned the HR manager. ~~what he had done~~ what he had done, and said that he was sending a copy of the suspension order for Ajay's file.

Questions:-

- (a) Do you think that there should be any punishment for such kind of indisciplined behavior? Support your views accordingly. [4]
- (b) How would you rate Ajay's behavior? What method of appraisal would you use? [6]
- (c) Do you think that there is any alternative punishment for Ajay's behavior? Give your views in support of your answer. [4]