



NBI-161100020204

Seat No. _____

M. B. A. (Sem. II) (CBCS) Examination

April / May - 2017

Human Resource Management

Time : 3 Hours]

[Total Marks : 70

Instruction : All questions carry equal marks.

- 1 Explain in brief the various models of Human Resource Management (HRM). Which according to you is the most comprehensive and why?

OR

- 1 What do you understand by HRM environment? How the study of HRM environment is useful for HRM managers?
- 2 (a) Explain various factors affecting HRP.
(b) What can an organisation do when shortage of labour is anticipated? When internal supply exceeds demand?

OR

- 2 (a) How is a training and development programme designed?
(b) What are the differences among job rotation, job enlargement and job enrichment?
- 3 Explain in brief various Incentive programs.

OR

- 3 According to HR planner's estimation because of several technological innovations your company will need 25% fewer employees in upcoming 3 years. Being a HR manager what actions would you take?
- 4 (a) Explain various methods for achieving employee participation.
(b) Write short-note on :
 - (1) Code of discipline
 - (2) Arbitration

OR

- 4 (a) Explain the strategies and techniques adopted by the management to keep their plants union- free. Illustrate your points with suitable examples.
- (b) Explain in brief various methods of training with their advantages and limitations.

- 5 A doctor dismissed a staff member who had been working for him for nine months. She then claimed that her civil rights were violated and that she was discriminated against because of her age. She was 46 years old. During an investigation, the doctor was asked to provide copies of her performance evaluations to justify the contention that the dismissal was based on her performance, not her age. No performance evaluations had been given to any employees. This claim led to an out-of-court settlement.

The employee had been with the doctor for nine months and had not received a performance appraisal. She claimed that she was not aware that her performance was not satisfactory and was surprised when she was terminated. She alleged that the sole reason for her dismissal was her age - that the doctor wanted to hire a younger person. The doctor said she had been warned on several occasions, but nothing had been documented.

This is not an isolated incident; such claims are made against doctors every day. What can you do to prevent this from happening?

OR

- 5 Write short on :
- (1) Succession Planning
- (2) Career Counselling.
