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6. Write short notes on any 3 of the following :
(6×3=18)
- (a) Collective Bargaining Process
 - (b) Management by Objectives
 - (c) Career Development Stages
 - (d) Grievance Procedure
 - (e) Contents of Orientation

(1000)

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 5210

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Unique Paper Code : 2922062403

Name of the Paper : Human Resource
Management

Name of the Course : BMS

Semester : IV

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt any **five** questions.
3. **All** questions carry equal marks.

1. (a) Changing business environment has influenced the various functions of Human Resource Management. Explain the challenges of Human Resource Management with the changing business environment. (9)

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- (b) The VP of human resources in a large manufacturing firm received requirement for technicians in production due to shortage of staff. How should HRM do human resource planning to fulfil the requirement. (9)
2. (a) Alan is the founder of a small computer training and software development company called HI Tech. He needs to hire 5 highly skilled software developers within two months for a new contract to create customised intranet for an organisation called Global Healthcare. Specify how he might recruit and select the highly skilled individuals. (9)
- (b) An engineering company hired about 10 college graduates as management trainees. Design a training program process for management trainees. (9)
3. (a) What is the importance of Job Analysis in HRM. Discuss the difference between Job Description and Job Specification. (9)
- (b) What are the problems of trade unions in India. Discuss the functions of trade unions. (9)

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4. XYZ Ltd follows the ranking performance appraisal system for its employees. Managers are evaluated as 1,2,3,4. Highest rank is 1 and lowest rank is 4. Individuals receiving 4 for two years are often removed from the organisation. The intent behind this system was that throughout the two years they are provided the improvement opportunity. The employees viewed the system as punitive. Later the evaluation system was changed to focus more on counselling and performance improvement of lowest rated employees rather than removing them from the organisation.
- (a) What type of evaluation process is being followed in the organisation. (6)
- (b) What can be the problems of such a system of appraisal. (6)
- (c) Comment on the effectiveness of the new evaluation system mentioned in the case. (6)
5. (a) Discuss the steps in determining pay structure. (9)
- (b) Differentiate between the positive and negative aspects of discipline. Explain disciplinary procedure. (9)

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