



Institute of Management
JK Lakshmipat University
Jaipur
END TERM EXAMINATION-2018
SET-I

MBA Sem-II

Subject code: HR02

Course: Human Resource Management

Time: 3 Hours

MM: 50 Marks

Instructions: Attempt any three questions from Section A. Section B is compulsory.

Section A

1. a. "The higher the position an employee occupies in an organization, the easier it is to appraise his or her performance objectively". Do you agree or disagree. Discuss?
[5 marks]
b. Explain Philips Model of performance cum potential appraisal? [5 marks]
2. a. How does effective compensation management help an organization to achieve its strategic objective? [5 marks]
b. "All that is required for successful labour-management relations is common sense, sound business judgement and good listening skills". Discuss your opinion [5 marks]
3. a. What objections might you expect to hear from employees about overseas assignment and why? [5 marks]
b. Mention any two employers' association and employees' association. List down their objectives. Do you think they are diverse in their approach? [5 marks]
4. a. What benefits and services are most important to today's increasingly diverse workforce? Why? [5 marks]
b. Explain Replacement cost method of human resource accounting? What are the merits and demerits of HR accounting? [5 marks]
5. Enumerate the objectives and functions of HRIS. Describe the advantages and disadvantages of employees using a web-based HRIS? [10 marks]

Section B

- A. What criteria and source could be used to evaluate the performance of people working in following jobs? Justify your points
- a. A Training and placement manager [5 marks]

1. Around 700 employees of two of Nirav Modi's firms in the SEZ have lost their jobs as the management has locked the units and asked them to search for another job. This was followed by employees' in Surat Special Economic Zone protesting and demanding their salaries to be paid.

Earlier this week Nirav Modi wrote an email to his employees in India asking them to look for jobs elsewhere as he would be unable to pay them their dues. Seizing of all stocks in factories and showrooms and freezing of bank accounts has led Nirav Modi and its employees in this situation.

"We are in a big trouble. We have not been given any assurance about the payment of our outstanding salaries," said Deepak Ingle, an employee. He further added, "The management has told us they cannot pay the outstanding salaries for January and February as all the bank accounts have been frozen by the ED and the CBI. We want the government to think about us and un-freeze at least one account to facilitate the payment of our salaries."

The Enforcement Directorate registered a case under Prevention of money laundering against Nirav Modi, his business partner Mehul Choksi and others after Punjab National Bank (PNB) detected a fraud of around Rs. 11,400 crores. Modi in his email to the employees has mentioned that he will pay the salary, once he has access to his stocks and accounts.

(TOI, 23rd Feb, 2018)

Questions

1. Identify various HR, IR issues which will relate to certain known and unknown outcome in the above mentioned news? [5]
2. Briefly explain the law under which the present problems of employees can be protected? [5]
3. What are the factors to your understanding important to maintain healthy employer employee relationship? [5]