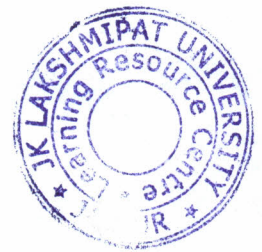




Institute of Management
JK LakshmiPat University
Jaipur

ENDTERM EXAMINATION APRIL 2016



MBA Sem- II
MM: 50 Marks

Course: Managing Human Resource
Time: 3 Hours
Subject code: MBA208

Instructions:

1. Attempt any three questions from Section A.
2. Section B is compulsory.

Section A

Q1. Describe what is meant by HR management explain why HR policies, programmes and plans are key to an organization's success. (10marks)

Q2. What do you understand by employee compensation? What is its significance? Bring out the components of employee compensation. (10marks)

Q3. Write short note on: (10marks)

- a) Job Evaluation
- b) 360 Degree Feedback
- c) Fair Wage and Living Wage
- d) Trade Unions
- e) Collective bargaining

Q4. Describe the appraisal process. Define performance management and discuss how it differs from appraisal. (10marks)

Q5.a) Consider a formal interview process that you have experienced. (5marks)

- a. Do you think the interview was a structured, unstructured or semi-structured interview?
 - b. Do you think the interview may have incorporated any of the types of bias outlined above?
 - c. What evidence you have to support your views?
- b) Seniority vs. Performance based promotion, discuss. (5marks)

Section B

Q6. Sita is a hardworking young lady working for PO Systems as a software engineer for the past 5 years. She joined as a fresher and had worked on 3 large projects and proved herself as valued team member. She had won the award of the 'Promising New Comer' during the first year post joining the company. Recently Sita got married and was careful about the time she spent at work after -office hours. The manager had brought this to the attention of the HR manager, since he felt that Sita was not exhibiting the needed commitment by prioritizing project timelines over the need to rush home at the end of the designated work-hours. The HR manager did his own homework by observing Sita and speaking casually to her colleagues. He found that

she was respected engineer on the floor and efficient with work that is assigned to her. Off late she cut short her lunch time took just one tea break, all with intention of leaving the office on time, Sita's manager meanwhile set up meeting with Sita along with the HR manager and sent out an email to the two of them in his office for the next day. The title of the email read 'Your Work Time'. The HR manager was not consulted by the manager before sending out the email. (10marks)

- a) What do you think of the manager's action?
- b) How do you think Sita will react?
- c) Is Sita on the wrong foot as per labour law?
- d) What is the role of HR manager before and during the meeting with Sita and her manager?

Q7. Take an example of event management company setting up its operations in new country Japan. The relevant areas of environmental scanning for planning and decision-making are :

1. Labour Market
2. Legal Environment
3. Government policies
4. Industry

List the activities that need to be carried out under each factors that needs would impact compensation decision for new hiring. (10marks)