



**Institute of Management
JK LakshmiPat University, Jaipur
MID TERM II EXAMINATION 2019**

MBA Sem- III
MM: 20 Marks

Course: Managing Human Resources
Time: 90 Minutes
Subject code: HR11

Section-A

Attempt any 3 from section-A and section- B is compulsory:

- Q1. What do you understand by managing human resources? Based on your personal experience list 5 examples showing how HRM have implications on your daily? (4)
- Q2. Briefly describe unstructured, structured and stress interviews and the kinds of job each suits for? (4)
- Q3. Describe the importance of Polygraph and Graphology tests in selection process. Do you think it is important? Why or why not? (4)
- Q4. Why is HR Planning more common among large organizations than among small ones? What are its advantages (4)

Section-B

- Q5. On 1st December, 2016, Giriraj Prasad a recruit from a reputed management institute in India walked into their corporate office at Mumbai as a new finance trainee. Rishi, the head finance for large computer software firm was there to greet him. Giriraj's job consisted of administration related accounting activities of the organization. Rishi briefed him on the activities of the organization and the need to have a separate administration related accountant for organization. Then Rishi gave Giriraj, Company Annual Reports, catalogues and various other papers of the company. Subsequently, Giriraj was taken to his desk where he found a lot of pending works that Rishi asked him to complete by the weekend. Thereafter Rishi excused himself and did not return. Giriraj spent the whole day scanning the material, pending work and at 5:00 pm he picked up his things and went home.
- 1) What do you think about Giriraj Prasad's training program? (2+2+4)
- 2) What type of program would you suggest? Why?
- 3) What method of training would have been best under the circumstances? Explain the advantages of using that method?
