End Term Examination
Second Semester [MBA] May-June-2013

Paper Code: MS112  Subject: Human Resource Management
MS108
MS(FM)112

Time : 3 Hours  Maximum Marks : 60

Note: Attempt any five questions. All questions carry equal marks.

Q1  (a) What is HRM? Summarize the evolution of human resource function.
    (b) Identify several consequences of an organisation's failure to recognize
        that its HRM practices comprise an interrelated system.

Q2  What are the purposes of HR Planning? How might imbalances between
    HR demand and supply be reconciled?

Q3  What is internal and external labour market? Why, when recruiting for a
    vacant position, might the internal and external labour market be your
    first choice?

Q4  Bring out the steps in the Training and Development process. How would
    you measure the effectiveness of a training program designed to improve
    loan processing in a financial services institution?

Q5  (a) What is compensation? Describe how you can ensure that a
    compensation process is suitable for employees?
    (b) Discuss the concept of Broadbanding.

Q6  What role can you, as a manager play in a union-organizing effort? If you
    were asked as a manager to provide input for the purposes of a collective
    bargaining process, what type of information would you provide?

Q7  How much responsibility do companies have to help employees balance
    their work and personal lives? What options are available to help achieve
    work/life balance?

Q8  Write short notes on any two of the following:
    (a) Managing protean careers.
    (b) Contemporary performance appraisal
    (c) Career Development Initiatives
    (d) Ergonomic considerations of job design

************