END TERM EXAMINATION
FOURTH/TENTH SEMESTER [MBA (REGULAR/PTT/B.TECH.-YBA DUAL DEGREE)] MAY-JUNE-2011
Time : 3 Hours
Maximum Marks : 60

Note: Attempt all questions. Internal choice is indicated.

Q1 Explain any five of the following:
(a) Competency mapping
(b) Non-traditional Investment Approaches
(c) Succession Planning
(d) Quality of work life
(e) Managing work force diversity
(f) Determinants of integration

(5x4=20)

Q2 Discuss the nature of organizational resources. How do human resources differ from other resources? Discuss the significance of human resources in an organization.

(4+2+4=10)

OR

Compare and contrast human resource management with personnel management. Do you think that HRM is just old wine in a new bottle? Justify your stand.

(6+4=10)

Q3 (a) Why is training such a critical strategic issue for organizations? 
(b) How can training effectiveness be enhanced?

(5)
(5)

OR

Explain the factors influencing an organization’s investment orientation. Also explain how this affects employee retention.

(5+5=10)

Q4 Compare and contrast traditional and strategic HR. In what types of organizations might traditional HR still be appropriate and why?

(10)

OR

What are the major objectives of Human Resource Planning? Why are each of these objectives critical for an organization’s success?

(10)

Q5 Discuss the pros and cons of employee pay being fixed versus variable and dependent on performance. How might such decisions impact recruiting, motivation and retention?

(6+4=10)

OR

Discuss the role of leader in an organization. How can organizations increase the effectiveness of leaders?

(6+4=10)