

(Please write your Exam. Roll No.)

Exam. Roll No. 12919103910

# END TERM EXAMINATION

SECOND SEMESTER [MBA], MAY - 2011

Paper Code : MS - 112 New

Subject : Human Resource Management

Time : 3 Hours

Maximum Marks : 60

Note : Attempt All the questions as per internal choices given.

Q. 1. Offer your comments giving reasons on any **Four** of the following statements : (4×5=20)

- (a) Job Enrichment is vertical loading whereas Job Enlargement is horizontal loading.
- (b) Workload analysis for estimating the manpower requirements is relevant only for manufacturing organisations.
- (c) Human Resource Audit is only a management fad.
- (d) Point Rating Method is a scientific method of job evaluation.
- (e) Orientation Programmes help in the integration of individual goals with the organisational goals.
- (f) Employees referrals is a powerful recruiting technique.

Q. 2. Is it correct to say that "all managers are involved in human resource management functions in the present era of globalisation". Comment. Also describe the qualities of a successful Human Resource Manager. (10)

OR

Discuss in detail the ARDM (Acquiring, Rewarding, Developing and Maintaining) Model of Human Resource Management, detailing the External and Internal Environmental Influences.

Q. 3. Human Resource Planning has two stages - "Planning for manpower requirements and Planning for Manpower supplies". Explain. What strategy should be adopted by an organisation in case of surplus manpower? (10)

OR

"Job Analysis is a technique to determine qualitative aspect of manpower planning." Comment. Prepare the Job Description of a Finance Manager in a Non-Banking Finance Company.

- Q. 4. Discuss the importance of simulation training methods for the training of middle level managers. Distinguish between the Case Study Method and the Role Play Method. (10)

OR

"360 degree feedback system is better than the traditional performance appraisal system." So you agree? Support your answer by discussing the advantages and potential problems of using 360 degree feedback system.

- Q. 5. Explain the characteristics of a successful expatriate manager. What should a company do to enhance the motivation of an expatriate manager so that he does well in an international assignment. (10)

OR

Explain the concept of Work Life Balance. What steps should an organisation take to address issues relating to work life balance.



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