



QP CODE: 24803702



24803702

Reg No : .....

Name : .....

**M.B.A. DEGREE EXAMINATION, JUNE 2024**

**Second Semester**

Faculty of Management Science

MASTER OF BUSINESS ADMINISTRATION

**Core - MB010203 - HUMAN RESOURCES MANAGEMENT**

2019 Admission Onwards

CC7032B7

Time: 3 Hours

Maximum Marks: 60

**Part A**

*Answer any **five** questions. Each question carries **2** marks.*

1. How is HR department linked with other departments?
2. What is job specification?
3. List the external sources of recruitment.
4. What is on-the-job training?
5. What is 360 degree appraisal?
6. What are fringe benefits?
7. What is a Strike?

(5×2 = 10 Marks)

**Part B**

*Answer any **five** questions. Each question carries **6** marks.*

8. Explain the role of HR manager in integrating HR function with business strategy.
9. Describe the various tests used in the selection process.
10. Differentiate between career planning and succession planning.
11. Explain ranking method of job evaluation with merits and demerits.
12. Outline the retirement benefits available to employees in India.
13. Explain the HRD approach to industrial relations.





14. Explain the functions of trade unions.

(5×6 = 30 Marks)

**Part C**

*Answer any two questions. Each question carries 10 marks.*

*Question number 17 is compulsory .*

15. Examine the meaning of performance management and explain how it is different from performance appraisal. Explain the steps that you will adopt to implement a performance management system in an organisation. Illustrate your answer with the help of suitable examples.
16. The scope of Human Resource Planning extends beyond identifying the numbers of people required. Discuss different types of action plans based on human resource planning exercise in an organisation.

**Compulsory Question**

17. The Reliance Communications was established in 2005. It had its plants in six areas in the country. The company provided both in-company and out-companies executive development programmes. In Company programmes included orientation programmes for apprentice Assistant Executive Engineers. It had a staff college at Bangalore. Programmes were conducted at staff college for all types of personnel. In-company programmes included quality management, participative management, time management, etc. The best faculty was drawn from Indian Institute of Management, Universities, Professional Bodies etc. Apart from the four permanent and internal faculty. At present all the four permanent faculty positions are vacant. Evaluation of management development programmes is done as a ritual rather than to make it a part of development process. Evaluation of in-company programme is done at staff college with the objectives of knowing the participants learning and to know how far the participants have found the programme useful. The staff college sends no formal feedback to the functional heads of the departments and also to the corporate personnel and administrative department. It appears to be no formal system that provides the feedback from the participants and out company programmes to their respective functional heads. There exists no evaluation model with pre-training and post-training evaluation and no efforts are made to develop evaluation techniques.
- Questions :
- (a) Find out the reasons for the unsatisfactory conditions of evaluation of management development programmes?
- (b) How do you improve the conditions of evaluation of management development programme?

(2×10 = 20 Marks)

