

MAY 2013

P/ID 77725/MBN3D

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE out of Eight questions.

1. Discuss difference between personnel management and human resource management.
2. Explain the main functions of the human resource management.
3. What is interview? What are different types of employment interview?
4. How do you identify the training need of an enterprise?
5. What is job rotation? How does it help in acquiring new skills and knowledge?
6. What are all the wage fixation institutions available in India?
7. Explain the functions of trade unions?
8. What are the principles of collective bargaining?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. What are the different methods of performance appraisal?
10. “Tests are useful in predicting the failure rather than the success of the candidate on the job” – Discuss.
11. What do you understand by human resource planning? How would you draw-up a man power plan for an organisation?
12. Explain different methods of training the employees.
13. What is career development? Explain the various career development actions.
14. Explain various social security measures in India.
15. Explain the various theories of motivation.
16. How do you construct a questionnaire for auditing human resource management practices of an organisation?

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PART C — (1 × 20 = 20 marks)

(Compulsory questions)

17. Your plant is located in a big city. It employs 800 workers. You have recently received a petition signed by 200 employees requesting that Mahaveer Jayanthi be observed a company wide paid holiday. At the present time you have six paid holidays. You have only a modest allowance for fringe benefits. Two smaller company in the area observe this day as a paid holiday, but other large firms in the community do not recognize it as such, about 50 percent of your employees are joins and half of them have children in parochial schools that give the day off. The company observers Christmas as a paid holiday although only 10 percent of its employees are Christians.

Questions:

- (a) Should the company grant this request what criteria would you use in making the decision? Do you need any additional information?
- (b) If you granted the day as holiday, would you be willing to give compensating time off for workers who do not celebrate it?