

FINAL EXAMINATION – JULY 2017

MBA / PGDBM  
First Year - Second Semester  
Human Resource Management

MBA/PGDBM

Time : 3 Hours

Max Marks : 70  
Min. Marks : 28

- Note : (i) Attempt Any Four from section “A”  
(ii) Attempt Any Three from section “B”  
(iii) Section “C” is compulsory.

SECTION – “A” (Any Four)

Q.1. Write a note on:- (Any four)

- (i) Comparative analysis of HRM & HRD
- (ii) Employee retention strategies
- (iii) Promotions & Demotions
- (iv) Dispute resolution
- (v) HR audit
- (vi) Fringe benedicts

3 × 12 = 36

SECTION – “B” (Any Three)

Q.2. Explain the various practices of HRM being formalized in India?

Q.3. Discuss the step involved in Recruitment process? How will you reconcile the internal and external sources of recruitment?

Q.4. How performance management of an employee is measured in a manufacturing Industry?

Q.5. What are the policies formulated in order to reduce Absenteeism and labor turnover?

Q.6. How will you identify the training need of a manufacturing organization? Explain few important training techniques.

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**SECTION – “C”**  
**(Compulsory Question)**

**14**

Q.7. “You HR people seem to have no other work” shouted Praveen the Managing director Apex financial services. “You keep coming with great Ideas on how to spend money. Where is the money? Now get me the hard facts on why we should change our benefits plans?” continued Praveen. He has reason to lose his cool. Chetan, the HR manager felt it was time to review the benefits and hence he mooted the Idea before his boss. Chetan did not expect Praveen to be so intempered, but he was a bit comforted when Chetan was asked to get back with facts to Justify revision of benefits.

**Questions:-**

- (i) Give right on:-
  - (a) Employee perception of the company’s present benefits programmer.
  - (b) Any change the employees want to be introduced to the present programs.
- (ii) Prepare a report for Chetan and Praveen on your findings.

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