

Roll No.

Total No. of Pages : 02

Total No. of Questions : 10

**MBA/MBA(IB) (Sem-2)**  
**HUMAN RESOURCE MANAGEMENT**

Subject Code : MBA-204-18

M.Code : 76156

Date of Examination : 07-06-2023

Time : 3 Hrs.

Max. Marks : 60

**INSTRUCTIONS TO CANDIDATES :**

1. SECTION-A contains EIGHT questions carrying TWO marks each and students has to attempt ALL questions.
2. SECTION-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.

**SECTION-A**

1. Write briefly :

- a) Environment scanning
- b) Documents of job analysis
- c) Induction and Placement
- d) Downsizing and outplacement.
- e) Issues in performance appraisal
- f) Quality circles
- g) HRIS
- h) Ethical issues in HRM.

**SECTION-B**

**UNIT-I**

2. Discuss the objectives of HRM. Explain the various functions of HRM with an example.
3. Explain the stages of Human Resource Planning (HRP) process. Discuss the factors affecting Human Resource Planning.

## UNIT-II

4. Discuss the concept of Training and Development Explain the various methods of training and development in detail.
5. Explain the steps involved in the process of Career Planning and Development.

## UNIT-III

6. Write a detailed note on concept and elements of compensation with an example.
7. What do you understand by Quality of Work Life (QWL)? Explain the various techniques to improve Quality Work Life (QWL).

## UNIT-IV

8. What are the approaches of Industrial Relations (IR)? Discuss the machinery for resolution of industrial disputes.
9. What are the objectives of collective bargaining? Discuss various issues and strategies of collective bargaining.

## SECTION-C

### 10. Case Study on collective Bargaining used by R.K. Brewery Ltd.

R.K Brewery Ltd. produces four varieties of beer as well as mineral water. The company entered a collective agreement with the trade union in 2005 which would be in force for five years up to the end of 2010. There was a collective agreement with a fixed salary for a group of employees performing the same job. Mr. Vinod Michael joined R.K. Brewery as chief. HR Manager in 2007. He analysed the agreement and felt that to enhance the productivity beyond the current level; performance based salaries with a base line should be adopted. CEO accepted the idea and Mr. Vinod implemented the scheme in 2008. The scheme worked beyond expectation as the productivity increased by 30%. In this way, collective bargaining schemes helps the organisations to complete goals.

#### Questions :

- a) Do you think R.K Brewery Ltd. has succeeded because of collective bargaining scheme?
- b) What do you mean by collective bargaining?
- c) What is the benefit of collective bargaining to employees as well as to organisation?

**NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.**