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**Question Paper Code : 40341**

**M.B.A. DEGREE EXAMINATION, MAY/JUNE 2016**

**Second Semester**

**BA 7204 – HUMAN RESOURCE MANAGEMENT**

**(Regulations 2013)**

**Time : Three Hours**

**Maximum : 100 Marks**

**Answer ALL questions.**

**PART – A (10 × 2 = 20 Marks)**

1. What is Human resource management ?
2. Write a short note on Human Resource Audit.
3. Brief the concept Human Resource Planning.
4. What do you mean by induction ?
5. Define Training.
6. What is executive development ?
7. Define career planning.
8. What is a wage incentive ?
9. Define transfer.
10. What is hiring freeze ?

**PART – B (5 × 13 = 65 Marks)**

**Answer all questions**

11. (a) Explain the characteristics of Human Resource Management.

**OR**

- (b) Describe the scope and approaches of human resource audit.

12. (a) Explain the process of human resource planning.

**OR**

- (b) Discuss the various sources of recruitment.

13. (a) Discuss the steps involved in identifying Training needs.

**OR**

- (b) Explain the process of executive development.

14. (a) Describe the process of career planning.

**OR**

- (b) Explain McGregor's participation theory and vroom's expectancy theory.

15. (a) Discuss the purpose of job changes and purpose of Transfers.

**OR**

- (b) Explain the steps to be taken to reduce the labour turnover.

**PART – C (1 × 15 = 15 Marks)**

16. (a) A leading company which manufactures and markets a variety of products, ranging from textiles to soaps and detergents has established its operations in several parts of India and has offices spread all over the country and employees more than 40,000 people. Managerial and other administrative positions in different functional areas such as manufacturing, finance, marketing, IT, and human resource management. Though the company has the reputation of being a good employer, its productivity per employee is not among the best in the country. The company has decided to consultant to revamp in manpower planning process. If you were the consultant what specific steps and processes would you recommend to the company and why.

**OR**

- (b) HR and Reward Manager recruited for a start-up oil & gas company

**The challenge**

Genel Energy is a start-up oil and gas company, the global HR Director, who is based in Turkey was keen to recruit an HR and Reward Manager to be based in the London office. The role is fairly unique as the ideal candidate required a strong reward background with some HR generalist experience.

Given the uniqueness of the role, the Global HRD was not sure exactly what background and career path the possible candidates might have taken. She initially pitched the role between £ 50 – £ 100 k.

The client was aware of Hudson as we are the preferred supplier with the previous organisations she worked for – Thames Water

We agreed that we would work on this role on an exclusive basis and dedicate the time fully to finding the right candidate.

What do you suggest for the HR Manager to meet the challenge ?