CBCS SCHEME

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Second Semester MBA Degree Examination, June/July 2024
Human Resource Management

Time: 3 hrs.   Max. Marks: 100

Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.

			M	L	C
Q.1	a.	What are the principles of HRM?	3	L1	CO1
	b.	Differentiate among HRM and Personal Management.	7	L2	CO2
	c.	Outline the managerial and operative functions of HRM.	10	L3	CO2
Q.2	a.	State the barriers to HR planning.	3	L1	CO1
	b.	Explain the Job analysis process along with its outcome Job description and Job specification.	7	L3	CO4
	c.	Sketch a neat diagram of selection process and explain it.	10	L2	CO2
Q.3	a.	Give the meaning of compensation and benefits.	3	L1	CO1
	b.	Explain the approaches of Industrial relations systems.	7	L2	CO3
	c.	Elaborate on traditional and modern methods of performance rating system.	10	L2	CO3
Q.4	a.	Define SMEs.	3	L2	CO2
	b.	Bring out the differences among Service sector and Manufacturing sector.	7	L2	CO3
	c.	Outline the benefits and significance of Service sector.	10	L5	CO5
Q.5	a.	What are HR Innovations?	3	L1	CO1
	b.	Explain the factors affecting the innovation process in organisation.	7	L2	CO3
	c.	Elucidate the current trends in Human Resource Management.	10	L4	CO5
Q.6	a.	Give the meaning of People Analytics.	3	L2	CO1

	b.	Briefly explain the hybrid work model of HRM. State its advantages and disadvantages.	7	L2	CO3
	c.	Explain the benefits of Multi – generational workforces and explain All – in – One HR tools.	10	L3	CO4
Q.7	a.	Mention the Actors in Industrial Relations.	3	L1	CO1
	b.	What is HR planning? Briefly explain HR planning process.	7	L2	CO2
	c.	Discuss the Guest Model and Harvard model of HRM.	10	L4	CO4
Q.8		**CASE STUDY :**			

Mr. Ram Sharma was a doctoral student in the department of Telugu in one of reputed Universities in Andra Pradesh. Unlike other students, he joined Ph.D programme at the age of 36 years. He was nearly 10 years older than most of the other students in the department. He did not receive any fellowship from any financial agency. However, he was rich enough to stand on his legs during the programme.

Sharma's background was quite well – known. After obtaining M.A degree in Telugu, he joined as a lecturer in one of the colleges in Hyderabad. During his leisure time, he used to write short stories. At the age of 26, he could publish his first novel which was highly acclaimed by the public. Thousands of the copies of the book were sold. His second novel was published after two years. With this, he could establish himself in the market firmly. This novel, too, had enjoyed phenomenal popularity. His third novel was the best seller. The copyrights of the book were sold for a hefty sum.

Mr. Sharma, however, was not happy with his achievements. He had developed an aspiration for academic excellence. He wanted to become a professor in a University and loved caAAAAonstant interaction with young Brains soars to share his thoughts and feelings. To this end, he wanted to complete the Ph. D programme by joining the University department as a full – time research scholar.

Life was note easy in the department. His professors could not relish neither his ideas not his popularity. He has to struggle a lot while collecting information for his doctoral programme. He had to cross several hurdler and impediments thrown in his way by faculty members. One Professor after a heated argument with Sharma burst out/ "You don't deserve a place here. You've no talent. You may be popular as a novelist but you don't deserve the doctoral degree. I'll see that you never get it".

Sharma's frustration knew no bounds. He wondered why all faculty are tossing brickbats against him. It is true that he is popular novelist. But that has nothing to do with his academic pursuits. Like any other student, he is humble sincere and hard working. It is now clear to him that his success in the department is critically dependent on his relationship with professors alone.

		Question :			
	a.	What is the actual conflict Mr. Sharma was undergoing?	5	L2	CO3
	b.	Analyse the situation in terms of giving a solution.	5	L2	CO3
	c.	How can Mr. Sharma overcome the problem to obtain his degree?	5	L2	CO2
	d.	Who is wrong according to you? Justify your answer.	5	L1	CO1

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