

assembly-line work for one year. His English is poor, but can speak Hindi fluently. He resides with his mother and seems certain to remain in the area for some more time. After having run farm equipment, he should have no trouble steering a hand cam.

The third one Mr. Amrut is a local boy which finished his high school some time ago subsequently he got a diploma from a local polytechnic and is currently employed as an assistant in Seven Hills Transport Company. His character reference are good. Mr. Amrut seems to be quick and was track star in his high school.

Questions :

- (a) How much consideration should be given to Mr. Robert's poor work record? Should Mr. Manoj check to verify is?
- (b) How important is command over English to this Job?
- (c) Should Mr. Varun be passed over because he is a recent migrant?
- (d) Should his reference be weighted against his inexperience?
- (e) Who should be hired? Why?

MBAC 2003/MBLC 1004

M.B.A. DEGREE EXAMINATION, JUNE 2017.

General (Second Semester)/
Marketing (Lateral Entry First Semester)

HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 100 marks

SECTION A — (5 × 6 = 30 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the significance of Human Resource management.
2. What are the source of recruitment?
3. Examine the latest HRM issues in Indian industries.
4. State the important training needs in an organization.
5. Explain the steps involved in career development.
6. Discuss the components of wage structure in Indian industries.

7. How will you motivate your employees?
8. What are the necessary condition for effective collective bargaining?

SECTION B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Describe various functions of human resource management in modern organization.
10. As a human resource manager, how will you select the required man power for your organization.
11. How will evaluate the performance of an employee?
12. Briefly discuss the steps involved in conducting a training programme in a systematic way.
13. How will you manage stress in your organization?
14. Briefly discuss the levels and forms of worker's participation in management.
15. "The trade union movement in India plagued by several problems"— Explain and suggest suitable measures to strengthen the movement in India.

16. What are the necessary conditions for successful implementation of employee empowerment? To what extent do these conditions exist in India?

SECTION C — (1 × 20 = 20 marks)

Compulsory.

17. Case study :

Manoj is incharge of a binding works in Mumbai, winch employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises and the fifth moves the blank paper and finished print by handcar. Tins fifth position, which demands no skill other than driving a handcar, needs to be filled and three applications have been received. Their names are Robert, Varun, Amrut.

The first one Mr. Robert is 35 years, unmarried and a Navvy Veteran. Robert has a poor work record. During his five years in Mumbai he has worked only as seasonal labour and occasional odd jobs. He drove a forklift in the Navy, while working at Chennai, He has a strong built body, which could help, although the work is generally light.

The second one Mr. Varun aged twenty two years, came to Mumbai two years back from Tamil Nadu. He has worked as farm labour for many years and