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Roll No. ....

**MB-103**

**M. B. A. (FIRST SEMESTER)**

**MID SEMESTER**

**EXAMINATION, Jan., 2023**

**HUMAN RESOURCE MANAGEMENT**

**Time : 1½ Hours**

**Maximum Marks : 50**

- Note :** (i) This question paper contains two Sections—Section A and Section B.
- (ii) Both Sections are compulsory.
- (iii) Answer any *two* sub-questions among (a), (b) and (c) in each main question of Section. Each question carries 10 marks.
- (iv) Section B consisting of case study is compulsory. Section B is of 20 marks.

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**Section-A**

1. (a) Define the concept of Human Resource Management ? Also explain the nature and importance of Human Resource Management. (CO1)  
OR  
(b) Differentiate between Recruitment and Selection. (CO1)  
OR  
(c) Explain the Human resource planning process in detail. (CO1)
2. (a) Apply the importance of Emerging HR Trends in present scenario. (CO2)  
OR  
(b) Interpret the process of Job Analysis. (CO2)  
OR  
(c) Evaluate the concept of Evolution of Human resource management concept. (CO4)
3. (a) Analyze the process of selection. (CO3)  
OR  
(b) Categorize promotion and the bases of promotion. (CO3)

(3)

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OR

- (c) Distinguish between promotion and transfer. (CO3)

**Section-B**

4. Case Study : (20 Marks)

A Parrika chemical is a well-known name in the chemical industry from past 42 years. They hold a good market share and also involved in manufacturing various chemicals which is used in various industries like FMCG, Pharma, Pesticides, Leather and various other industries. Hence Parrika is having 2 big plants, namely Alpha and Gamma, for the manufacturing of chemicals. Alpha being the parent plant and Gamma being started 10 years back.

Vijay is a young, dynamic and committed employee in the accounts department of Gamma plant. Vijay is working with Parrika Chemicals from more than 6 years. He is an MBA finance graduate, with versatile knowledge in Finance. Moreover, his

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committed nature was never a question and known for that, almost in the entire plant.

However Vijay always looks forward for a transfer to the parent plant Alpha as he feels he can get so much to learn there. Vijay is applying for the same from last 3 years. Every time he use to wait eagerly for the transfer list which usually displayed in July 1st of every year.

Eventually his name was not there in the list all the time. First two times he didn't took it seriously and waited for another chance. Subsequently when his application rejected for the third time he was absolutely disturbed.

Finally he decided that its time to speak with the HR team. He took an appointment where in during the meeting Mr. Sudan head HR, Ms. Kavery head Finance both were present. Curious Vijay directly started with the question "Why my name is not there in the transfer list ?" "I want to know the reason for the rejection of my application." Even though

there is no difference in compensation and benefits he still always wanted to be there.

Undoubtedly, both Sudan and Kavery were shocked by the tone and reaction of Vijay. Still they maintained the temper and tried to be cool. Kavery started "Vijay, you are one of the best performing employee in the department. You and David, your own classmate, Joined the organization together. Still you got many training and opportunity for various courses than him, can you deny the fact."

Vijay, actually got understood that he is privileged still he maintained the furious anger and said, "Yes it is very true, but the fact is he got transfer in his second application. Now he is in Alpha and I am still here."

Sudan started, "But, Vijay why you apply for the transfer every year, the compensation, benefits, timing, culture everything is same in both the plants." There prevailed an absolute silence. Vijay broke the silence, "All are same, but the finance department is big there with lot

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many employees. I can perform more, I can shine more."

Kavery says, "Ok Mr. Vijay, now I understood your issue. Being the head finance I am giving my pre-concern, if Mr. Vijay applies for transfer next year I don't have any issue in giving clearance to him." HR head was not convinced with the happenings because the fact is Kavery was the reason for his rejection of transfer.

He recollected the conversation between him and Kavery on the transfer application of Vijay. Kavery says, "Sudan, Vijay is very dynamic. In very young age he is excelling well. I want to mold him in various financial aspects. If we put him in Alpha he may not get the exposure in all aspects as the department is big."

"Moreover", Kavery continues, Mr. Mohite who is sub head of finance will get retired in 2 years. So I wish Mr. Vijay to takeover the position." Now, Sudan taught both Kavery and Vijay are not in a situation to understand. So he

planned that next day he will talk with both of them and make the things and intention of Kavery transparent.

Sudan was shattered the next day when he received the resignation letter from Vijay stating that due to personal reason he is resigning the job.

*Questions :*

- (i) What should Sudan do now ?
- (ii) Who is at fault ?
- (iii) To which concepts of HRM you can correlate this case ?