

(8)

MB-205

Good academic score in master degree; English speaking skills; Attention to detail; Technical skills, Analytical skills; Good physique.

(ii) Select any *one* internal source and *one* external source that you may consider for recruitment. Justify your choices with appropriate reasons.

(iii) Discuss the appropriateness of stress interview and competency-based interview for this position.

(iv) Will psychometric test be important for this selection ? How can you conduct that ?

MB-205

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**MB-205**

**M. B. A. (SECOND SEMESTER)  
MID SEMESTER**

**EXAMINATION, 2021-22**

**HUMAN RESOURCE MANAGEMENT**

**Time : 1½ Hours**

**Maximum Marks : 50**

**Note :** (i) This question paper contains two Sections.

(ii) Both Sections are compulsory.

**Section—A**

1. Fill in the blanks : 10×1=10 Marks

(a) \_\_\_\_\_ is a systematic process of collecting information on nature of job, qualities and qualification required for job, duties and responsibilities etc.

(b) \_\_\_\_\_ is a group of homogeneous tasks related by similarity of functions.

*P. T. O.*

- (c) \_\_\_\_\_ is when a company hires an employee from a competing company.
- (d) \_\_\_\_\_ is a lateral shift causing movement of individuals from one position to another usually without involving any marked change in duties, responsibilities, skills or compensation.
- (e) Planning, organizing, directing and controlling of human resources are \_\_\_\_\_ functions of HRM.

State True or False for the following statements :

- (f) HRM is a pure art because it is subjective in nature.
- (g) In traditional times, HR professionals used to be proactive and preemptive in nature.
- (h) Executive search firms are private employment agencies that can help in hiring senior level or top level talents.

- (i) Contest recruitments are a new form of recruitment method which is most commonly used in IT industry.
- (j) Work sample tests require applicants to perform tasks that mirror the tasks employees perform on job.

### Section—B

**Note :** (i) Answer all the questions by choosing any *one* of the sub-questions.

- (ii) Each question contains three parts (a), (b) and (c). Attempt any *one* part of choice (a) and (b) from each question and part (c) is compulsory of each question.

2. (a) Steve Wynne said, 'Human Resource isn't a thing we do; it's the thing that runs our business.' In light of the above quote, elaborate on the nature of human resources and explain any *four* of its operative functions with proper examples.

10 Marks (CO1)

P. T. O.

(4)

MB-205

OR

- (b) According to recent news, the UAE-India Comprehensive Economic Partnership Agreement (CEPA) that came into effect on May 1, 2022 could allow free movement of goods with zero tariffs.

While globalization opens up international markets, it poses challenges on the human resource management. With reference to the above news item, explain any *four* contemporary trends in HR that have emerged due to globalization.

10 Marks (CO1)

- (c) **Case let/Numerical (Compulsory) :**

10 Marks (CO1)

You have taken over a firm as an HR manager which has ten employees, five of them are about to retire in the next three years and other five are from diverse age groups. The firm has declining revenues

(5)

MB-205

and must do something in the next one year to save its collapse. You are contemplating over various changes that can be brought in the firm. Firstly, you think the firm may be able to save costs by allowing employees to telecommute one to two days per week. However you have concerns about productivity, coordination and motivation if you allow employees to work from home. Secondly, you are considering hiring contractual employees for work, instead of having full-time employees. Thirdly, you are thinking of strengthening employee branding by doing some contests and release some employee testimonials. However you know for sure that all the above points have their own challenges.

P. T. O.

Referring to this case, answer the following questions :

- (i) Explain any *two* challenges that you may face as an HR manager if you allow work from home.
  - (ii) What do you mean by employee branding ? What challenges you may face in strengthening employee branding ?
  - (iii) As an HR manager, what will be your key managerial functions in this firm ?
3. (a) Explain how do the following factors influencing the human resource planning of an organization : 10 Marks (CO2)
- (i) Competitive business environment
  - (ii) Government legislations

OR

- (b) Tara Jaye Frank, V. P. of Multicultural Diversity at Hallmark, Inc. rightly said,

People don't get promoted for doing their jobs really well; they get promoted by demonstrating their potential; to do more.'

Critically analyze the above quote in the light of the concept of promotions. Explain *four* different types of promotions; any *four* principles of promotions; and any *four* bases for promotions. 10 Marks (CO2)

(c) **Case let/Numerical (Compulsory) :**

10 Marks (CO2)

Business analysts use data to suggest ways that organizations can operate more efficiently. They gather and data to develop and investigate potential solutions — including improvements to systems and process — to organizational challenge. You have to hire three business analysts for your firm.

- (i) Which of the following KSAs will you consider very important for such a job :

P. T. O.