

H

Roll No.

MB-103

M. B. A. (FIRST SEMESTER)

END SEMESTER

EXAMINATION, Jan., 2023

HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum Marks : 100

Note : (i) This question paper contain 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 A. Each sub-question
carries 10 marks.

(iv) Section B consists of case study is
compulsory. Section B is of 20 marks.

P. T. O.

(2)

MB-103

Section-A

1. (a) Examine the concept of Eric Berne's "Transactional analysis" in detail with the help of suitable examples. (CO1)
- (b) Describe various modern methods of Performance appraisal in detail. (CO1)
- (c) Explain the concept of Transfer in detail. Summarize its various types. (CO1)
2. (a) Demonstrate the concept of Career Management and elucidate various issues in Career Planning with suitable examples. (CO2)
- (b) Illustrate why is the HR department playing a more significant role in organizational strategic planning processes today than it did 20 years ago? (CO2)
- (c) "External sources of recruitment are better than internal sources." Do you agree with this statement? Give reasons for your answer. (CO2)

(3)

MB-103

3. (a) Analyse various On-the-Job training methods in detail differentiating the pros and cons among them. (CO3)
- (b) "Orientation is required when the selection policy is defective. When employees are selected properly, they do not need to be oriented". Infer the above statement in context to selection process of an organization. (CO3)
- (c) "Training programmes are helpful to avoid personnel obsolescence." Connect the above statement in context to inclination of Indian organizations towards training. (CO3)
4. (a) You are the HR manager of an organization. Design the salary structure of your organization comprising its various components. (CO5)
- (b) Investigate the functioning of Wage board and Pay Commissions of India as a regulatory authority for deciding wages and salary in the country. (CO5)

P. T. O.

(4)

MB-103

- (c) If you were establishing your own business, hypothesize which benefits would you be legally required to pay and which would you choose to offer? (CO5)

Section-B

5. Case Study : (10×2=20 Marks) (CO4)

The National Power Corporation is a large PSU engaged in power generation and distribution. Established about 25 years ago, the company employs more than 40,000 employees, including the executive staff. It operates 12 Mega power plants, all over the country. The company's growth has been phenomenal and hired the people as and when required based on expansion plans. Performance of almost all the plants is considered good. However, in recent years, the company was witnessing a considerable outflow of executive staff. Engineers who joined about 10-15 years ago are facing stagnation. At the worker level, there is a problem of obsolescence, poor performance, overstaffing and absenteeism. Young graduate

(5)

MB-103

engineers are not sure about their career progression in the company. If these manpower problems are not addressed immediately, the company will lose its premier position.

Questions :

- (i) Decide how should the company go about in identifying the manpower problems.
- (ii) Convince that launching a career progression plan for the graduate engineers would heighten their morale.

MB-103

950