



Term Evaluation (Even) Semester Examination March 2025

Roll no.....

Name of the Course: MBA
Semester: 2nd
Name of the Paper: HRM
Paper Code: MBA-201
Time: 1.5-hour

Maximum Marks: 50

Note:

- (i) This question paper contains two Sections - A and B
- (ii) Both Sections are compulsory
- (iii) Answer any two sub questions from a, b & c in each main question of Section A. Each sub question carries 5 marks.
- (iv) Section B, consisting of a case study, is compulsory. It is of 20 Marks.

Section A

- Q1. (2X5 = 10 Marks)
- a. Explain the etymology of HRM with reference to Elton Mayo's Hawthorne studies. (CO-1)
 - b. Apply the concept of diversity in shaping the HR manual and highlight its reflections. (CO-2)
 - c. 'MNCs are Boon or Bane' in India? Highlight the advantages and disadvantages in the context of HRM in way of shaping organizational policies. (CO-2)
- Q2. (2X5 = 10 Marks)
- a. Enumerate the basic components of job characteristic Model? How they influence in a typical job design? (CO-3)
 - b. Design an advertisement for a job of 'HR executive' with specification and description in mind. (CO-3)
 - c. How application of demand forecasting techniques is different across companies? Explain any one technique in context of a company. (CO-2)
- Q3. (2X5 = 10 Marks)
- a. Critically highlight the role of outplacements in present context of manpower surplus situation in various companies. Take an example of a company and enlist the effects on it. (CO-3)
 - b. Design a selection plan for a campus interview process for a 'software programmer' post. (CO-5)
 - c. Explain how onboarding takes place and what are the various formalities a candidate undergoes in the entire process. (CO-2)

Section B

Q5. Case Study (20 Marks)

Wiffendorf Corporation's productivity dilemma.

Ramesh Talpade stares at a questionnaire and contemplates his options.

He has just completed a meeting with Arudeepa Preston, the consultant who is hired to evaluate company productivity and procedure in order to streamline processes and aim for efficiency at Wiffendorf Corp.

Arudeepa is looking at duplicated efforts that exist in the present hierarchy, and she's meeting with managers such as Ramesh to evaluate where necessary departmental changes can be made so the overall employee productivity can be risen.



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Ramesh's meeting with Arudeepa was pretty straight-forward: She took some notes about who reported to him directly and to whom he reported. Now he has been instructed to complete a form regarding some procedural issues at the company. When he was meeting Arudeepa he could well obtain a hint of a complete overhaul of the departmental functioning and operational styles which he apprehends may lead to job loss of many. Arudeepa seems to be a little stubborn on this.

Ramesh knows that there is a lot of wasted time due to repetitive procedures at Wiffendorf—and he thinks that, in general, hiring a consultant was the right thing to do. Money and time are being wasted, and an outsider could have a clear perspective of what changes need to be made to improve the processes. Wiffendorf Corp. has an opportunity right now to take a significant position in the market, but it has to be able to grow efficiently. In order to do that, Ramesh is certain that significant changes will need to be made, and almost certainly, positions will be cut.

As he starts to write down his thoughts, he thinks about how he wants to enumerate his recommendations and impressions. Ramesh knows that if he omitted some details and rephrased certain procedures, he might be able to structure the departmental change to ensure that he and his team feel the least impact. Ramesh wants to make sure that neither he nor anyone else in his department loses their jobs. He can see how his job and another manager's job can be combined. However, he can also show how restructuring some of the teams could make his department more important and productive than it is now. While the changes that favored him and his department would definitely improve Wiffendorf's productivity, it would probably not improve in comparison to a complete restructure done on basis of reports compiled by Arudeepa, the consultant.

Questions:

1. Using consequential, rule-based and character theories in HR practices at work, evaluate Ramesh's options to deal with the consultant's frame of mind for a complete restructure of the department aiming at raising employee productivity. (CO-4)
2. What should Ramesh do now? (CO-2)