

Reg No.: \_\_\_\_\_

Name: \_\_\_\_\_

**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**

Fourth Semester MBA Degree Examination June 2022 (2020 scheme)

**Course Code: 20MBA220****Course Name: HR Consulting: Profession and Practice**

Max. Marks: 60

Duration: 3 Hours

**PART A***Answer all questions. Each question carries 2 marks*

Marks

- 1 Enumerate the consulting areas in HRM. (2)
- 2 Name a few important certifications provided for HR Consultants. Also, exemplify some of the premier organisations that provide the same. (2)
- 3 Enlist some of the internationally acclaimed HR consulting firms. (2)
- 4 What are the different parts of a Consulting Proposal? (2)
- 5 What is the difference between Consultancy and Contract? (2)

**PART B***Answer any 3 questions. Each question carries 10 marks*

- 6 Discuss the challenges and opportunities faced by HR Consultancy sector in India. (10)
- 7 What are the possibilities for development of HR consultancy in India? (10)
- 8 Explain the three models of Client – Consultant relationship. (10)
- 9 What is a retainer contract? Explain the two types of retainer contracts. (10)
- 10 “Intrusions to work systems will unavoidably change the dynamics of the system even temporarily”. Discuss this phrase in the light of HR Consulting. (10)

**PART C***Compulsory question. This question carries 20 marks*

- 11 Lekar Company is a leading pharmaceutical company based in Mangalore. They have operations based out of South India. Now they are planning to increase their sales network to the rest of India which means an increase in their salesforce that will have employees in different strata. They did not have a (20)

proper Performance Management System (PMS) in their company yet. Now as they are reaping good profits from the functioning, they thought of implementing a good PMS in their organisation. Keeping these new challenges in their mind they thought of outsourcing these works as a Consultancy Project. Create a detailed Consultancy Proposal to address the same.

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