

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

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

**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**

Second Semester MBA Degree Regular and Supplementary Examination June 2024

**Course Code: 20MBA106****Course Name: HUMAN RESOURCE MANAGEMENT**

Max. Marks: 60

Duration: 3 Hours

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

- |   | Marks |
|---|-------|
| 1 What is job analysis?   | (2)   |
| 2 Selection is considered as negative. Give your comments for this. | (2)   |
| 3 Define sensitivity training.                                      | (2)   |
| 4 What do you understand by the term Talent Management?             | (2)   |
| 5 Mention the concept of Collective Bargaining.                     | (2)   |

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

- |  |      |
|--|------|
| 6 What is HRM? Enumerate the various HRM functions?  | (10) |
| 7 Discuss the external and internal sources of recruitment.  | (10) |
| 8 Explain the various steps involved in training process.  | (10) |
| 9 Elaborate the various components of compensation.  | (10) |
| 10 You are a proud owner of a manufacturing concern dealing with manufacturing of automobile parts. What are the measures taken to ensure employee health and safety in your organisation? | (10) |

**PART C***Compulsory question carrying 20 marks*

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|---|------|
| 11 Lockwood Public Ltd Company is well known for its welfare activities and employee-oriented schemes in the manufacturing industry for more than ten decades. The company has one registered trade union. The relationship between the union and the management is very cordial. The company has never had a strike. The compensation policy of that company, when compared to other similar companies is very less; still the employees don't have many grievances due to the other benefits provided by the company. | (20) |
|---|------|

But now the company is facing a considerable number of problems in supplying the materials in the recent past. Problems like quality issues, mismatch in

packing materials, incorrect labelling of material, not dispatching the material on time, and many more.

The management handed over the responsibility to the HR department to solve the issue. As the HR manager you realized that the issues are not relating to the system but it relates to the employees. When investigated you understood that the reason behind the casual approach by employees in work is:

1. The company hired new employees for a higher-level post without considering the potential internal candidates.
2. The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

*Questions:*

- a) As the HR manager, how will you handle the existing employees?
- b) What measures will you take to ensure equality in the organisation?

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