

Answer the following :

(a) How should this problem be handled? Should management completely revise its job-evaluation problem? Should it make foundry jobs an exception to job evaluation?

(b) How should management deal with the reactions of other workers if it decides to increase wages in foundry but not in other departments?

Reg. No. : .....

Q.P. Code : [01 MB 221]

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(For the candidates admitted from 2001 onwards)

M.B.A. DEGREE EXAMINATION, NOVEMBER 2009.

Second Semester

HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 75 marks

PART A — (5 × 6 = 30 marks)

Answer ALL questions.

1. (a) Explain the challenges of HRD.

Or

(b) Write a note on Recruitment Plans.

2. (a) What are the elements of Training?

Or

(b) Explain the components of good Compensation Management.

3. (a) Define job evaluation. Explain the difference between job evaluation and performance appraisal.

Or

(b) Explain the common mistakes committed in interviews.



4. (a) Define employee transfers. What are the different types of transfers?

Or

(b) Explain the concept of "Promotion from within". What are the advantages and limitations of the same?

5. (a) Write a note on Insurance benefits.

Or

(b) Write a note on Employee health and Auditing.

PART B — (3 × 10 = 30 marks)

Answer any THREE questions.

6. Explain the Managerial functions of HRM.

7. What are the Major phases of compensation management?

8. Define collective Bargaining. Explain the process and methods of collective Bargaining.

9. Define Discipline. Explain the steps of enforcing disciplinary action and penalties on employees.

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10. Define employee grievance. Can employer have grievance over employees? Explain the steps involved in processing employee grievance.

PART C — (1 × 15 = 15 marks)

(Compulsory)

11. CASE

The foundry has always been regarded as one of the worst places to work in the Mohan Manufacturing company. The work is not dirty, and heavy. Brawn rather than brains is considered the chief requirements to get the job done. Yet according to the job evaluation plan, "Physical ability" and working conditions are weighted relatively lower than "responsibility", "training" and "skill". As a consequence, Most of the foundry jobs are rated at the bottom of the wage scale.

In recently years it has become increasingly difficult to get employees for the foundry management has to take men who could not get jobs else where-thus further lowering the already low social status of the foundry in the eyes of the other men in the plant. The whole matter has now reached a crisis. There are now 17 vacancies in the foundry and it is impossible to hire new men at the evaluated rate.

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