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Unit-II

4. Discuss the benefits of human resource planning to the organization. What are some of the alternatives to human resource planning?
6+4
5. What are the objective of training and development activities? Why do organization fail to evaluate the training driven effectiveness? 10

Unit-III

6. What steps are taken to introduce Management by Objectives (MBO). What is the success formula for achieving the goals of MBO. 10
7. Discuss various components of compensation package. How is wage/salary determined by organizations
5+5

Unit-IV

8. Discuss the major concerns of Government, management and the unions in the industrial relation situation in India. 10
9. What are the proposals in Industrial Relations Bill to change some of the clauses of Trade Union Act, 1926 and Industrial Dispute Act, 1947. Do you think these proposals would create better industrial relations in India. 6+4

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M.B.A. (Second Semester)

Examination, 2015

HUMAN RESOURCE MANAGEMENT

(CP-203)

Time Allowed : Three Hours] [Maximum Marks : 70

Note : Attempt **five** questions in all. Question **No.1** is **compulsory**. Attempt **one** question from each unit.

1. Read the following case and answer the questions that follow :
- Murari joined Laxmi Instruments as an assistant fitter after completing his training at a local polytechnic. At the polytechnic his instructors found his to have a great desire to learn and enthusiasm to acquire knowledge. As a result he secured the top position in his batch. After completing his studies he joined Laxmi Instruments as a skilled worker. After six months probation period he was confirmed. The same year he was promoted as fitter grade II and transferred to the tools room Mr. Bhatnagar, incharge of tool room explained to

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him his duties by saying "Murari, I have heard a lot about your devotion to work. I am confident that you would continue working hard. You can come to me when ever you need help." During the next two years, Murari though not the senior most fitter grade II has officiated twice as fitter grade I. He was grateful to Mr. Bhatnagar for providing him these opportunities. This however caused some heartburn amongst other grade II fitters.

When Babulal grade I fitter retired, Murari was almost certain that he would be appointed as grade I fitter in place of Babulal. He came to learn a week later that a notice has been put on the company's notice board to invite applications for the position of fitter grade I. He rushed to Mr. Bhatnagar and said "This is how the company appreciates the hard work. Strange are the ways, here I have sweated all these years and when it comes to reward I am made to feel like a beggar, stand in a queue with a begging bowl in hand and cry for help. you must help me getting my due promotion." Mr. Bhatnagar assured him not to get upset. He will plead for him to the works manager this evening and rest assured thing would work out fine.

Next day Mr. Bhatnagar sent for Murari and told him "I am sorry the works manager insists on selection by interview. In his view you should also apply for the job and follow the same pro-

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cedure as the rest of the applicants. There are other grade II fitters and some of them are senior to you. Their claims cannot be ignored. "Murari could not stand it no longer and shouted" I Knew it already. You officers are all made of the same stuff. You and your tribe do not believe in justice and fair play. Merit and hard work mean little to you. I have been a fool not to understand the position earlier." Murari did not apply for the post. He started looking for suitable job elsewhere. After a few months he left Laxmi instruments and joined another company.

Questions:

10×3=30

- (a) What should have been the main concerns in the promotion policy of Laxmi Instruments.
- (b) What should have been done to retain the services of Murari in the company
- (c) What recommendations would you like to make to the management of Laxmi Instruments.

Unit-I

2. Describe the role of various Acts in the Constitution of India in developing the human resource policies for both line and staff functions. 10
3. What are different methods for collecting information for job analysis? What are important considerations in undertaking job analysis? 5+5

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