

attention to this area, and therefore posed the following question to his section supervisors : "What are the objectives that guide the activities in your section ?"

He has requested that the answer to this question be included in a report to be submitted to him by each supervisor within the next two weeks.

Questions :

- (a) In what respects is his request incomplete ? 7
- (b) What would be the most effective way of proceeding after the written reports are submitted by the section supervisors ? 7

**M.B.A. (Semester—II) Examination
HUMAN RESOURCE MANAGEMENT
Paper—MBA/203**

Time—Three Hours] [Maximum Marks—70

Note :—(1) ALL questions are compulsory.

(2) Figures to the right indicate marks.

SECTION—A

1. (a) What are the different kinds of HRP techniques implemented in an organisation in today's competitive world ? 14

OR

- (b) Do you think that recruitment practices in India differ from those theoretical concepts ? 14

SECTION—B

2. (a) What are the causes for the limited success of worker's participation in management in India ? Suggest measures to improve in brief. 7
- (b) Mr. Kishor Gupta who has been a supervisor in production department at JETLI Comp. Ltd. for about a year. During the tenure of work he has made the observation "Motivation theory makes sense in general, but there is no opportunity for an employee to apply these concepts in job situation."

You as a HR manager have to justify Mr. Kishor's statements. 7

OR

- (c) Explain in what ways employees are empowered and its possible outcomes. 7
- (d) Empowerment has given a chance to employee to make decisions in his area of responsibility without first having to get approval from someone else.

Will you make possible empowerment for the organisation of MSEDCL i.e. Maharashtra State Electricity Distribution Corporation Ltd.

7

3. (a) Reward system helps to improve the quality of employees or workers' life, how ? Explain it. 7
- (b) Mr. Naresh is very efficient employee among the all employees from marketing department of RDLTA Company Ltd., he has given the major business to company and company makes profit only because of Naresh. But at the other side he is very arrogant and rude to the other employees.

You as a HR manager decide whether to give him rewards for his work or punish for his behaviour.

7

OR

- (c) Discuss the challenges for organisation development in detail. 7
- (d) Mrs. Nita Rai is a working woman in BPO, as the company's policy she has to work night shifts every alternate month, where the majority male employees working.

You have to discuss the quality of work life of Mrs. Nita Rai in BPO.

7

SECTION—C

4. (a) Why knowledge management is important in the context of organisation ? 7
- (b) Explain the concept of strategic human resource management globally. 7

OR

- (c) Discuss about the virtual organisation. 7
- (d) "HR Department has to change its trends time to time otherwise the whole company goes in decline." Justify your answer. 7

SECTION—D

5. As a HR Manager of a large manufacturing organisation, GAREWAL Industry has been assigned responsibility for determining training and development needs of employees in the organisation. His department contains three sections whose principal work concern professional employee development, supervisory development and skilled trades training.

During GAREWAL's one of the regular weekly meetings with his section supervisors, the topic of department and section objectives came up for discussion. Specifically some section supervisors defined their objectives in terms of providing requested training services, whereas others included the discovery of training needs in the objectives. As a result of the diversity of views expressed in the meeting, GAREWAL recognised the need to devote further departmental