



JP - 959

II Semester M.B.A. (Day) Degree Examination, June 2008
(2007-08 Scheme)

2.4 : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 75

SECTION - A

1. Answer any six questions :

(6×2=12)

- a) What do you mean by "Strategic human resource management" ?
- b) What is career advancement ?
- c) What is meant by "Work force diversity" ?
- d) Define "Equal Employment Opportunity".
- e) What is perquisites ?
- f) List out the Adult learning principles.
- g) What do you mean by 'Trait-based Appraisals'?
- h) What is contract ratification ?
- i) Write a short note on "Industrial harmony".

SECTION - B

Answer any four questions.

(3×8=24)

2. Write up job description for human resource specialist.
3. Differentiate recruitment from selection.
4. How do you apply correlation analysis is one of the statistical methods in selection ?
5. Explain the criteria for a good appraisal system.
6. Enumerate various causes of accidents. Explain the effective ways to prevent employees from accidents.

P.T.O.



SECTION - C

Answer **any two** of the following questions :

(2×12=24)

7. Explain how the candidates and the organisations objectives in the recruiting process may disagree. How might these conflicts affect the eventual success of the recruiting and job search process ?
8. "Corporate executives of MNCs and domestic enterprises of repute are excessively remunerated". Comment this statement.
9. What factors explain the high unionisation rate among public sector workers as compared with that of workers in the private sector ?

SECTION - D

Case Study (**Compulsory**) :

(1×15=15)

Analyse the case and answer the questions given below :

Rama Krishna is a forklift operative at a large industrial warehouse. During a particularly busy shift, Rama Krishna tripped over a large load of Air-condition sets. Rama Krishna tested positive for drug and was dismissed. He immediately filed a grievance, claiming that he had used drug two months before. Regarding the outcome of drug and alcohol testing, the company's code of conduct says, "Employees found to be incapacitated shall be summarily dismissed".

Question :

What strategy would you follow if you were preparing Rama Krishna's grievance ?
What points do you take up to the arbitrator for solving the issue ?