

PG – 778

II Semester M.B.A. Degree Examination, July/August 2014
(2007-08 Scheme)
Management
Paper – 2.4 : HUMAN RESOURCES MANAGEMENT

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** of the following :

(6×2=12)

- a) What is separation ?
- b) What is Job rotation ?
- c) What is false positive in selection ?
- d) What is the difference between performance management and performance appraisal ?
- e) What is conciliation process ?
- f) What is Paternity Benefit ?
- g) What is the difference between attrition and retrenchment ?
- h) Define training.

SECTION – B

Answer **any three** of the following :

(3×8=24)

2. Performance appraisal has become useless due to the 'errors' in evaluation. Discuss.
3. Discuss some important methods of training and development.
4. What is career planning ? Discuss important components of career planning.
5. How culture influences the socialisation process of employees in the organisations ?
– Discuss.
6. What is Job Analysis ? Discuss the importance of Job Analysis.

P.T.O.



SECTION – C

Answer any two of the following :

(2×12=24)

7. The Industrial disputes resolution machinery is slow due to heavy work load. Do you suggest any alternative remedies to improve its effectiveness ? Explain.
8. Explain the important challenges faced by HR managers due to globalisation.
9. The work culture of BPO, KPO, IPO companies is affecting the health of young workers, what remedies do you suggest to overcome the problem ?

SECTION – D

Case study (Compulsory).

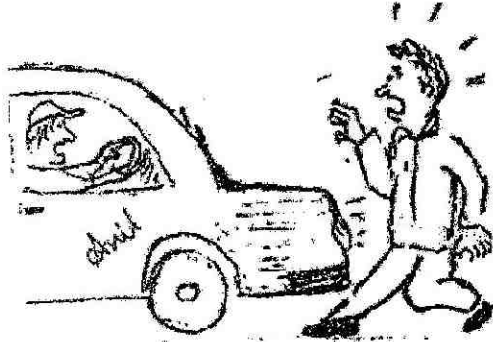
(1×15=15)

Analyse the case and answer the questions.

Accident on the Way to Office

Since safety of the employees is important to most companies in Bangalore both in public and private sector, they provide transport to their employees. Buses, cars, mini buses are engaged to pick up and drop employees from home to workplace and back.

One of the public sector employees, Mr. Nanjappa was walking from his house to the nearest bus stop to board the company's bus. While he was crossing the road a private car hit him.





He was taken to a hospital with bleeding head injuries and after 2 days he died in the hospital.

The family members of Mr. Nanjappa claimed compensation from the company, though he met with an accident outside the company stating that while he was going to the office he died.



Questions

1. Do you think the company should pay compensation to the employee who dies outside the company ? Yes or No. Give reasons.
 2. Is there any law to pay compensation to employees who die or meet with an accident while on the way coming to the office ?
 3. How do we prove that he was on the way and coming to office only ?
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