



PG – 999

**II Semester M.B.A. Degree Examination, June/July 2015
(2007-08 Scheme)
Management
Paper – 2.4 : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** of the following questions. **Each** carries 2 marks. (6×2=12)
- Define Human Resources Planning.
 - Define retrenchment.
 - What is the difference between performance appraisal and potential appraisal ?
 - Define trade union.
 - Define career planning.
 - Define training needs analysis.
 - What is downsizing ?
 - Define Job Analysis.

SECTION – B

- Answer **any three** of the following. **Each** carries 8 marks. (3×8=24)
- Explain the problems associated with recruitment.
 - Explain the differences between dismissal and discharge.
 - Discuss some of the limitations of job evaluation.
 - Describe the pros and cons of five management development methods.
 - What do you think will be the two most important challenges to HR managers in the next five years ? Explain.

P.T.O.



SECTION - C

Answer **any two** of the following. Each carries **12** marks. (2×12=24)

7. Explain the various methods of performance appraisal.
8. Discuss the problems in Human Resource planning ? How can you plan for human resource requirements in an effective manner ?
9. Explain the various methods of recruitment.

SECTION - D

10. Case study (**compulsory**): (1×15=15)

Analyse the case and answer the questions.

Choose of a Leader

Mr. Ranjan Kumar is the M.D. of a soaps manufacturing company. To increase sales the board of directors wanted to start a full fledged marketing department, Mr. Kumar is entrusted with a task of finding a suitable candidates to head the proposed marketing department. After considering a number of candidates, he has named on two people Viswanath Dutta and Rajnarain.

Mr. Viswanath Dutta has an excellent track record in the economy. During his fruitful association with the company, to be precise, ten years, he has always shown a high degree of enthusiasm and initiative in his work. He is 35 years old; dynamic and apenine. He is result oriented and is more intended in ends rather than means.

One of the workers, testifying his leadership qualities remarked thus : "Though he is harsh at times, you will know where you stand when you work with him. When you have done good job, he tests, you know it." Mr. Dutta is willing to shoulder additional responsibilities. He decides things quickly and when action is required he is always on his toes.



During his 15 years tenure in the company, Mr. Rajnarain has endeared himself to all colleges by his superior workmanship and pleasing manors. He always believes in the principle of employee participation. Unlike Mr. Dutta, he encourage ideas his subordinates to come out with innovative idea and suggestion. Before arriving at a decision he always makes a point to consult his subordinates. Not surprisingly, all his subordinates are very pleased to work under him and praise his leadership qualities. They readily admit that the participative climate has encouraged them to use their talents fully in the service of the organization. Company records also bear evidence for the increase in the production soon after Rajnarain become the head of his department.

Questions :

- 1) Analyse the leadership qualities and styles of Mr. Dutta and Mr. Rajnarain.
- 2) Assess each of the leaders using the Big Five Model of personality.
- 3) Between the two people, whom you recommend for the position of a marketing managers ? Why ?