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M.B.A. (Fourth Semester) Examination, 2020

APR-MAY

(New Course)

(Specialization : Human Resource Management)

(Management Branch)

EMERGING ISSUES in HR MANAGEMENT (New)

Time Allowed : Three hours

Maximum Marks : 80

Minimum Pass Marks : 32

Note : Attempt all questions from Section A. Internal choice given Section B is compulsory.

Section - A

Unit-I

1. (a) Explain the statement, "HR Management adopts to the changing trends".

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Or

What are the perspectives of International HRM?

- (b) What factors are responsible for changing the environment of Human Resource management? 5

Unit-II

2. (a) What are the major issues involved in virtual organisations? Differentiate between virtual & traditional organisations. 8

Or

How is the effectiveness of HR measured?

- (b) Explain the advantages & disadvantages of virtual organisation. 5

Unit-III

3. What are the methods of valuation of HR? 13

Or

What is HR costs & its types? Explain the methods of controlling HR costs.

Unit-IV

4. (a) What is HRIS? What are its advantages and limitations? 8

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(b) What are the uses of HRIS? 5

Or

What are the process involved in the process of designing & implementing the HRIS? 13

Unit-V

5. (a) Write short notes on : (any one) 8

(i) Competency mapping

(ii) Six Sigma

(b) Explain the concept of 360 Degree appraisal. 5

Section - B

(Compulsory)

Case Study :

Surendra Gupta is seriously contemplating to leave the job. Four years back he joined as apprentice engineer in a big manufacturing company at its plant located in Delhi. Prior to this assignment, he was working with a small firm in Saharanpur. Considering the high cost of living in Delhi, his family decided to stay back. His wife was also working as teacher in a local college.

He was dedicated and hard-working. His commitment to company was noticed and he was rewarded with salary

increments and promotions. Quick promotions made him special technical assistant to the Production Manager. On several occasions, whenever Production Manager was on leave, he was able to take care of production in his department single-handedly. The seniors in the organisation were very happy with him.

A year back this organisation took over a sick company located in Saharanpur. Mr. Gupta took it as opportunity to work in the same company and be with his family. He applied for a transfer to his native place. He actively pursued it with the Managing Director and Head of other functional heads. However, the matter lingered on with assurances and promises to Mr. Gupta, but he was not actually transferred. Last week, Head of Production called Mr. Gupta and told him :

"Management has considered your request for the transfer. We feel that you have no future in Saharanpur. We have been contemplating to promote you as Manager of your unit next year when the present manager is retiring".

Mr. Gupta felt that company is not humane to him. They are not ready to recognised his genuine problems. He started feeling that if he is good then why his services cannot be used in a unit that needs to turn around and show better performance. He should look for an alternative job in Saharanpur.

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Questions :

- (i) Why Mr. Gupta approached other functional heads?
Was he right in doing so? 5
- (ii) Do you think Mr. Gupta should quit the job? 4
- (iii) Discuss the approach which management should
follow in case Mr. Gupta actually resigns. 6

