



**RF-4295**

**M.B.A. (Sem. II) (F.T.) & (Sem. II) (E) Examination**  
**April / May - 2010**  
**Human Resource Management**  
*(Old Course)*

Time : 3 Hours]

[Total Marks : 100

**Instructions :**

(1)

नीचे दशांशवले निशानीवाणी विगतो उत्तरवडी पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="M.B.A. (Sem. 2) (FT) &amp; (Sem. 2) (E)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Human Resource Management"/>	<input type="text"/>
Subject Code No. : <input type="text" value="4"/> <input type="text" value="2"/> <input type="text" value="9"/> <input type="text" value="5"/>	Section No. (1, 2,.....) : <input type="text" value="1-2"/>
Student's Signature	

- (2) Use separate answer-books for Section I and Section II.
- (3) Answers should be legible, logical, relevant and to the point.
- (4) Attempt all the questions.

**SECTION-I**

- 1 'Employee welfare means the efforts to make life worth living for employees'. - Discuss in detail, this statement. **16**

**OR**

- 1 'Employee empowerment occurs when power of decision-making and authority to share resources goes to employees who then experience a sense of ownership and control over jobs' - Discuss, in detail, this statement. **16**

- 2 Discuss, in detail, the scope and functions of the Human Resource Management. **16**

**OR**

- 2 Discuss, in detail, the meaning of the term 'Industrial Dispute'. Also, discuss the good and the bad effects of Industrial Disputes. 16
- 3 Write short notes on any **two** of the following : 18
- (a) Job Description
  - (b) Job Specification
  - (c) Grievance management

## SECTION-II

- 4 Write short notes on any **two** of the following : 16
- (a) Industrial relations
  - (b) Training and development.
  - (c) Human Resource Planning
- 5 'Career Planning and succession planning are essential for the effective utilization of organization's human resources'. - Examine, in detail, this statement. 16

**OR**

- 5 'workers join trade unions to achieve their objectives which they cannot achieve individually' - Discuss, in detail this statement stating the meaning of the term 'Trade Union' as well as the reasons for joining trade union. 16
- 6 'Human Resources are the most important assets an organization has and their effective management is the key to its success'. - Discuss, in detail, this statement considering the concept and features of Human Resource Management. 18

**OR**

Analyze the following case and answer the questions given at the end of the case :

XYZ Ltd. is a company manufacturing under one shed number of products required by Housing and Building Construction Industry. The products include hardware like door knobs, hinges, lock, tower bolts, sanitary fittings and floor tiles. All requirements of housing and building construction industry are manufactured in different departments at its Vapi Plant. The company wishes to produce and market top grade products. Mr. Harish Raval, the CEO has been on foreign tour for over three months to see the manufacturing facilities at different plants world over. Mr. Raval's goal is to give to the industry, world class quality products at competitive rates and prices. His ambition is to make XYZ Ltd. the class one producer in India. Mr. Raval is a highly qualified technocrat with excellent background at engineering, general and marketing management. He has, however, limited exposure to Human Resource Management. XYZ Ltd. is having a supporting team of highly qualified managers and executives, who are young and almost all of them are in the age group of 25 years to 30 years and very enthusiastic. They are excellent as individuals and work very hard to excel in their respective specialized fields, but lack the team spirit. Many problems have come up for lack of communication, coordination, quality management and delivery schedules. The plant maintenance is below average. The inventories are high and the industrial relation is poor as none of the managers is having any exposure on this subject. Therefore, Mr. Raval instructs Mr Prakash Doshi, the Human Resources Manager of XYZ Ltd., to make a comprehensive Executive Development Programme for all the Managers and executives.

**Questions:**

- (a) How should Mr. Prakash Doshi begin with? Advice him, on the process of executive development to be followed.
- (b) Advice Mr. Prakash Doshi, as to what methods of executive development would be appropriate to be used in this case, and why?