



RF-4655-56

M. B. E. (Sem. IV) Examination

April / May – 2010

**Economics & Management of Human Resources
Development : Paper - XIX-XX**

Time : 3 Hours]

[Total Marks : 100

RF-4655

Instructions :

(1)

नीचे दशांशके निशानीवाणी विगतो उत्तरवडी पर अवश्य कभवी. Fillup strictly the details of signs on your answer book.		Seat No. :
Name of the Examination :		<input type="text"/>
← M. B. E. (SEM. 4)		<input type="text"/>
Name of the Subject :		<input type="text"/>
← ECO. & MGT. OF HUMAN RESO. DEV. - 19-20		<input type="text"/>
← Subject Code No. :	<input type="text" value="4"/> <input type="text" value="6"/> <input type="text" value="5"/> <input type="text" value="5"/>	← Section No. (1, 2,.....) :
		<input type="text" value="1"/>
		Student's Signature

- (2) Question No. 1 is compulsory in both the sections.
(3) Figures at the end of the question indicate marks.
(4) Answer any two questions from the rest under both the sections.

- 1 Define wages. Differentiate between the nominal and real wages. Discuss in detail the various factors affecting the wage differentials in an economy. **20**
- 2 (a) Give a broad concept of HRD as you understand it in today's environment of fast changing technology and competition. What would be the development dimensions of the personnel function in this context? **15**
- (b) Write short note on "Nature and Scope of Human Resource Management". **5**
- 3 (a) Define HR Audit in detail. Which are the different approaches of HR Audit? **10**
- (b) Write short note on 'Labour Market Signals'. **5**

- 4 (a) Kindly give solution of following problem : 10
- Abhinav, an outstanding and star performer, has not been able to give his performance since last two months. While communicating informally to his colleagues, his HOD came to know that he has been facing some family problems. If you are heading the Human resources department, how would you tackle this situation? Discuss remedies of this problem.
- (b) Answer in very brief : 5
- (i) What do you mean by "Participative Management"?
 - (ii) What do you mean by term "Grapevine"?
 - (iii) What is the meaning of term "Career Planning".
 - (iv) Give two method of "Off the job training".
 - (v) What is "Business Games"?
- 5 (a) "Case Study method is generally used in educational process by which managerial personnel get conceptual and theoretical knowledge." Critically assess this statement with reference to the advantages and disadvantages of this method. 10
- (b) Write short note on "Management by Objectives". 5

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Subject Code No. : <input type="text" value="4"/> <input type="text" value="6"/> <input type="text" value="5"/> <input type="text" value="6"/>	Section No. (1, 2,.....) : <input type="text" value="2"/>

- (2) Question No. 1 is compulsory in both the sections.
- (3) Figures at the end of the question indicate marks.
- (4) Answer any two questions from the rest under both the sections.

1 Case Study :

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The business plan for a large transportation company has indicated and ambitious expansion of services and it has recognized that a key human resource requirement for this expansion is Truck Drivers. An additional factor that has put the spotlight on to the truck drivers is that the only reliable source for recruiting is from their own driving school.

The information that has been fed into the assessment is as follows :

- (a) The starting point is the existing establishment of 200 drivers.
- (b) The extra drivers required over the next five years due to additional vehicles being purchased will be

Year 1	0%
Year 2	+20%
Year 3	+35%
Year 4	+40%
Year 5	0%

(These figures refer to the end of the year and indicate year-on-year percentage changes)

- (c) The expected labour turnover of drivers is

Year 1	10%
Year 2	20%
Year 3	20%
Year 4	20%
Year 5	10%

- (d) A wastage rate of 10% is forecast for new recruits failing training during the year.

Questions :

- (i) What are the implications of this manpower plan?
- (ii) If you were the HR Manager, what would be your immediate concerns?
- (iii) What activities would you carry out for decreasing the labour turnover?
- 2** (a) Define Motivation. Discuss Vroom's expectancy model with diagram. Also discuss how it can be applied in the organization. **10**
- (b) Write short note on "Simulation". **5**
- 3** (a) How difference in personality influence job performance and organizational productivity? – Discuss. **10**
- (b) Write short note on Forced Choice Method. **5**
- 4** (a) "If conflict exceeds to certain level it would hamper the growth and productivity". Discuss this statement by giving conflict resolution strategies along with examples. **10**
- (b) Discuss the "big five model" of personality. **5**
- 5** Define term "Competency Mapping. Discuss in detail through diagram that how would you map competencies of "Vice President-HR" in large scale organization. Throw light on steps you would take to bridge the gap. **15**