



AC-5510

**M.B.A. (Sem. II) (FT) (CBCS) & M.B.A. (Sem. II) (Eve.)
(CBS) & (ATKT - New Course) Examination
April / May - 2015
CP-203 : Human Resource Management**

Time : 3 Hours]

[Total Marks : 100

Instructions :

(1)

नीचे दर्शावेद निशानीवाणी विगतो उत्तरवडी पर अवश्य वपवी. 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. II) (FT) (CBCS) & M.B.A. (Sem. II) (Eve.) (CBS) & (ATKT - New)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="CP-203 : Human Resource Management"/>	<input type="text"/>
Subject Code No. : <input type="text" value="5"/> <input type="text" value="5"/> <input type="text" value="1"/> <input type="text" value="0"/>	<input type="text" value="Student's Signature"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	

- (2) Answer any four question from question no. 1 to question no. 5.
(3) Question no. 6 is a case study and it is compulsory.
(4) All questions carry equal marks.
(5) Marks distribution : For CBCS - 70 Marks & CBS and Evening - 100 marks.

- 1 Write Short notes on : (any two) 7×2 =14
(1) Process of HRD
(2) Process of Career Planning
(3) Approaches to Labour Welfare.
- 2 Why Human Resource Management is required in today's business world? Explain in detail challenges faced by HR Manager. 14
- 3 Compare and contrast the concepts of Job analysis, Job description and Job evaluation. Explain with suitable example how each of these concept is useful and relevant to contemporary business organization. 14
- 4 "IR is concerned with the relationship between Management and Workers and role of regulatory mechanism in resolving any industrial dispute". Discuss the concept of IR. Explain in detail roles of parties involved in IR. 14

- 5 Write short notes on : 7×2 =14
(1) Workers Participation in Management Succession Planning.
(2) Empowerment process.

- 6 Case Study : 14

Shivani has been a data processing supervisor for two years. She is in process of selecting a candidate for a programmes trainee position she has created. Her plan is to develop the trainee into system analyst within two years. Since this is a fast track, she need a candidate whose aptitude and motivation is high.

Fourteen candidates applied for the job in the employment section department of Human resource. Six were women and eight were men.

An employment specialist screened the candidates for Marian using a carefully prepared interview format that included questions to determine job related skills. Six candidates, three women and three men were referred to Shivani.

Shivani, then conducted structured in-depth interviews and further narrowed the selection to one women and two men. Her boss, a company Vice-president agrees with her judgment after hearing Shivani's description of the candidate. From the selection interview, past job experience and education, there is no clear indication of candidate ability to perform the job. The Vice president is insistent that Shivani should screen the candidate with a programmer aptitude test devised by computer manufacturing firm. The test has been given four years ago, and some of the most current analysis has scored high on it. Shivani went to the human resource department and ask them to administer the test on "questionable" candidate. The Human Resource Manager informed her that company policy had been "to do no tesing of any kind during last two years" . Shivani explained that the request came from the Vice-president and asked that she be given a decision on her request by friday.

Questions :

- (1) Identify and evaluate the stages of selection process reflected in the case. 7
(2) If you were Shivani what would you do? Suggest a selection process which such organisation as that of Shivani could adopt easily. 7