VPM's
DR VN BRIMS, Thane
Programme: PGDM (2016-18) (HR)
PGDM Trimester V Examination December 2017

Subject	BUILDING LEARNING ORGANISATIONS		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	26-12-2017

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.
Q1) 20 Marks (Compulsory)

With reference to Building a learning organization, explain with a spread sheet / Excel format, how you will analyze the effectiveness of individual methods of recruitment.

Attempt Any FOUR from the Remaining SIX Questions
Q2) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) For a learning organization, mention the various methods of recruitment
b) What is the purpose of the induction process?
c) What are the HR challenges facing the Indian software industry today?

Q3) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) For a learning organization, give a brief description of the individual methods of recruitment.
b) How is induction process carried out in leading organizations?
c) As the HR Manager of a leading Indian software company, mention some ideas to handle the HR challenges facing your organization today.

Q4) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) In a learning organization, what are the key responsibilities of the HR Department?
b) Mention some methods of measuring employee satisfaction in a learning organization
c) Based on the actual employee satisfaction level prevailing, explain what measures a learning organization would take

Q5) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) In a learning organization, how does the HR department ensure that the total manpower cost of the organization is within budgeted limits?
b) Mention some ideas of organizational development
c) What is learning on the job for employees?

Q6) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) Mention some ways in which the HR department can contribute towards an organization becoming a learning organization?
b) Explain who is a specialist employee in a company
c) What is the difference between Specialist and Generalist employees?

Q7) *Any two from (a) or (b) or (c)* ——————— *(5x2) = 10 Marks*
a) Explain who is a generalist employee in a company
b) Explain the Balance Score card system of appraisal
c) What is an appraisal system?