

HRPA 03

Roll No:

Total No. of Questions: 9

Total No. Printed Pages 2

Duration (Hrs) 3

Maximum Marks 60

Note: Attempt any 4 questions.

Case Study Compulsory

All questions carry equal marks

Q.1 Attempt Case given here below

A small software development company with around fifty employees was having problems attracting new staff to work for them. They know that they could not afford to pay people more, but wanted to increase the number of people who applied for vacancies and decrease staff turnover which had been steadily increasing. The company had taken on a number of new staff in the past year. Most of the staff was recruited in campus interviews from local colleges. In order to retain staff, the company usually took the marks card and degree certificate from the new recruit and held them till they were in the service of the organization. The management was conscious that this practice was illegal and subject to legal challenge.

The management appointed an HR manager to see what retention strategies could be developed for the organization. The newly appointed HR manager visited the employees to see how they felt about having formal policies in place of the ad hoc system that the organization had been using up till now.

A research in the local labour market found that there was considerable competition in that area for workers. It was found that, through word of mouth, employees conveyed to their juniors in college, that they were stuck in this company, which was not paying well, and was retaining employees by force, and that they should not fall in to the same trap by accepting employment in this company.

Questions:-

1. Suggest ways and means of improving the image of the organization in the eyes of the new prospective employees?
2. What is issue involved in the Case. What strategies would you suggest to the company to retain the existing workforce?

Q.2 What is the basis of Manpower Planning and explain the steps involved in Manpower Planning. How you will do this exercise in case of New Unit.

Q.3 What is the Outsourcing? Why companies think of Outsourcing?

Q.4 What is Human Resource Development? What is responsibility of Management?

Q.5 *“Success of any company depends on continuous training” Explain process of training and methods of training.*

Q.6 *What is separation? Do “Retrenchment” and “VRS” amounts to separation? Explain.*

Q.7 a) *Design the profile of Human resource Manager.*

b) Design format of Training Evaluation

c) Design the Performance Appraisal Format

Q.8 Short Notes: Attempt any three

1) Performance Appraisal System

2) Management Development

3) Human Resource Audit

4) Career Planning and Succession Planning

5) Issues in Mergers & Acquisitions

6) Job Analysis, Job specification and Job enrichment

Q.9 a) *What is Policy? What are the factors to be considered in drafting policy?*

b) Design “Credit Card” & “Mobile Phone” Policy for Management Employees.
