

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2018-20)**  
**Second Semester Examination April 2019**

<b>Subject</b>	<b>Human Resource Management</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>		<b>Date</b>	<b>23.04.2019</b>

	<b>Instructions: -</b>	<b>Marks</b>
	<ul style="list-style-type: none"> <li>• <b>Q. No 1</b> is compulsory.</li> <li>• Attempt <b>Any Four</b> from the Remaining Six Questions.</li> <li>• Figures to the right indicate marks in full.</li> </ul>	
<b>Q. 1</b>	<p>Case/Case-let Study (500-800 words)</p> <p>RaGold India Ltd.(RIL) is one of the fast growing manufacturers of electronic goods in Hyderabad (Andhra Pradesh). Because of the recent downsizing in most state level public sector undertaking in Andhra Pradesh, each job opening in the State attracts five times more applications than it did just a few years ago. An engineering position (thanks to over 350 Engineering Colleges in the State) is likely to generate as many as 800 applicants. One would think that under the circumstances, finding employees would be easy, but the widespread layoffs made during the downsizing, and the need for the people to seek new career paths, have created a glut of less-than-qualified applicants.</p> <p>What selection tools can RIL use to get the most qualified employees from its vast pool of job seekers? In general, which selection do you think are the best predictors of Job performance?</p>	<b>20</b>
<b>Q. 2</b>	Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b> Personnel Management is a basic management pertaining to all levels and types of management-Discuss	
	<b>b.</b> Explain the qualities and qualifications necessary for a good personnel manager.	
	<b>c.</b> Explain the coverage of personnel policies. Describe the qualities of a sound personnel policy.	
<b>Q. 3</b>	Answer <b>Any two</b> from the following.	<b>5x2= 10</b>
	<b>a.</b> Although nothing can be done about the past performance, perhaps even about the present. Performance can certainly be made excellent as the organization desires, provided proper care is taken today to plan for the quantity and quality of tomorrow's manpower-Elucidate	

	<b>b.</b>	Suppose human resources planners forecasted that ERP implementation in XYZ Ltd indicated that the firm needs 10% newer employees in the next 6 months. What actions would you suggest the management of XYZ Ltd. Being its chief personnel manager?	
	<b>c.</b>	How HRP helps in achieving organizational goals?	
<b>Q. 4</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	What are the principles that should be kept in mind while designing a sound employee training programme?	
	<b>b.</b>	How training programs help the organization to grow?	
	<b>c.</b>	Explain whether and how the effectiveness of training programs can be evaluated.	
<b>Q. 5</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	Do you agree with this statement and why? "HR activities should be closely linked to a key Business Strategy."	
	<b>b.</b>	HR is not really a specialized function; it can be managed by anyone with an academic degree to his or her name. Do you agree?	
	<b>c.</b>	In what ways can effective HR contribute to profits?	
<b>Q. 6</b>		Answer <b>Any two</b> from the following.	<b>5x2 = 10</b>
	<b>a.</b>	As MD of a fast growing company, Mr. ABC is spending a lot of time on people issues. Should he hire HR manager? If yes, why?	
	<b>b.</b>	XYZ Ltd decides to outsource majority of its HR activities. What to do with the present HR staff?	
	<b>c.</b>	"Organizational change has to manage on technological, social and economic dimensions." Elaborate	
<b>Q. 7</b>		Answer <b>Any two</b> from the following	<b>5x2 = 10</b>
	<b>a.</b>	"Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance." Discuss	
	<b>b.</b>	Explain the measures which can be taken to overcome employee resistance to change.	
	<b>c.</b>	"Manager is a change agent." Discuss. Identify the roles of change agents in an organization.	