

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2018-20)
PGDM Trimester V Examination January 2020

Subject	IHRM		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	06.01.2020

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Reliance JIO after successful market penetration and establishment is trying to expand its market Presence in ASIAN region??

As Head of HR India operation, what necessary steps you will take in order to recruit staff w.r.t

1. Restructure existing sales, marketing and operation department?
2. You will also need to select and appoint additional staff in these departments???

Reliance Jio has a ambitious plan to acquire at least 40 % Market share in ASIAN region within next 3 Years.

Thus please explain detailed plan of action from HR perspective for IHRM.

Attempt Any FOUR from the Remaining SIX Questions

Q2) “Always Treat your employees exactly as you want them to treat your best customer? Explain this statement with reference to managing employee’s performance in IHRM? **= 10 Marks**

Q3) What is Performance Management System (PMS) in IHRM? Why are companies today shifting themselves from performance appraisal to continuous performance management? Explain with suitable examples? **= 10 Marks**

Q4) “Collective Bargaining is very important from the point of view of the employee” Explain this statement in context of IHRM **= 10 Marks**

Q5) Explain with suitable examples.
 Challenges in Managing Global Work force?
 How to treat employees in multiple locations fairly? **= 10 Marks**

Q6) Explain with suitable examples
 Establishing HRM practices in Foreign Countries ? **= 10 Marks**

Q7) Trade Unions and International Labour Relations ? Explain in detail with suitable Examples? **= 10 Marks**