Reg. No. \_\_\_\_\_\_\_\_\_\_\_\_



**End Semester Examination – Nov / Dec – 2019**

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| **Code :** | **18MS3007** | **Duration :** | **3hrs** |
| **Sub. Name :** | **HUMAN RESOURCE MANAGEMENT** | **Max. Marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** |  | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. |  | Strategic human resource management (SHRM) refers to the process of developing practices, programmes and policies that help achieve organisational objectives. Expound the nature, process, benefits and barriers to strategic HRM. | CO1 | 20 |
| **(OR)** | | | | |
| 2. |  | Provide an analytical framework for studying HRM using the five major models for the practicing HR managers. | CO1 | 20 |
|  |  |  |  |  |
| 3. |  | Assume you are HR manager of Ashok Leyland Ltd. What are the important goals of human resource management? For each goal, give examples of specific HR actions or techniques to obtain that goal.  Write in detail about the HRP process of the Ashok Leyland Ltd. | CO2 | 20 |
| **(OR)** | | | | |
| 4. |  | Explain in detail about:  a) Methods of data collection in Job analysis.  b) Job Characteristics model.  c) Job Design approaches. | CO2 | 20 |
|  |  |  |  |  |
| 5. |  | Hiring involves two broad group of activities. Elucidate with suitable examples by critically relating to a hiring process of a firm. | CO2 | 20 |
| **(OR)** | | | | |
| 6. |  | Performance Appraisal is an objective assessment of an individual’s performance against well defined benchmarks. Exemplify in detail the nature, objectives and the different stages in the appraisal process. | CO3 | 20 |
|  |  |  |  |  |
| 7. |  | IR is concerned with the relationship between management and workers and the role of regulatory mechanism in resolving any industrial dispute. Critically evaluate this statement. | CO3 | 20 |
| **(OR)** | | | | |
| 8. |  | E-HRM is the integration of all HR systems and activites using the web based technologies. Discuss the role of E-HRM and its significance. | CO3 | 20 |
|  | |  |  |  |
|  | | **Compulsory**: |  |  |
| 9. |  | Case Summary:  GE is one of the most consistently profitable companies in the world. It remains among the world’s most highly regarded firms and year after year, surveys list it as one of the “most admired” and “most innovative” companies. From the start, GE has been a leader in developing new products and manufacturing processes. It also takes the lead in new management techniques and practices as well.  In the 1960s GE led the way for strategic management to be used as an approach to handling business opportunities and challenges. Today, GE is focused on innovations in environmental technology. GE’s CEO, Jeffrey Immelt also recognizes the importance of effective leadership. According to him, “…You have to change or else you don’t have a great future with this company.” Immelt subscribes to the idea that “a whole new set of leadership traits and imagination and courage” lay the foundation for becoming innovative.”  Questions:  a) How does General Electric’s corporate and business strategies impact its HR strategy?  b) In what ways might GE’s HR strategy affect its corporate or business strategies?  c) Given GE’s long-term success, why don’t other firms take the same approach. Substantiate with suitable answer. | CO3 | 20 |