Sanjay Ghodawat University, Kolhapur

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

2020-21

EXM/P/09/00

Year and Program: SY B. Com	School of Commerce and Management	Department: Commerce
Course Code: CBC 208.1	Course Title: human resource management	Semester :IV
Day and Date: Thursday,13.05.2021	End Semester Examination	Time:2 Hrs. Max Marks:50

Instructions: 1) All Questions are compulsory.

		Marks	Bloom's Level	CO
Q.1	**Answer the following (any Two)**–			
a)	It very important for every organization to manage people in all the functional areas. HR Department is taking care to procure, utilize, and maintain HR properly in the organization. In view of that HR Department is also facing some challenges while managing the people. Assume you are HR Specialist and describe the emerging challenges of HRM with suitable justification.	8	L2	COI
b)	Prapti Industries ltd would like to determine HR requirement before going for expansion decision. Management of Prapti Industries would like to appoint third party expert for this assignment. Assume you are Professional Consultant in HR forecasting, and Infer with examples about quantitative and qualitative dimensions of HRP related to demand forecasting of HR.	8	L2	CO2
	OR			
c)	 Consider the above advertisement and rewrite the job description and job specification for the post of HR Manager.	8	L2	CO2
Q.2	**Answer the following (any two)** –			
a)	Assuming youisa HR Specialist and demonstrates the systematic selection process for the appointment of any post in the company.	8	L3	CO3
b)	Examine the information about various types of selection tests with relevant explanation and present it in a systematic way.	8	L3	CO3
	OR			

c) Sarathi Group of Companies would like to conduct interview for the post of Marketing Manager. Mr. Ashok who is HR Manager of Company has the responsibility to conduct this interview process. Assume you are Mr. Ashok and prepare the interview process for the concerned required post. 8 L3 CO3

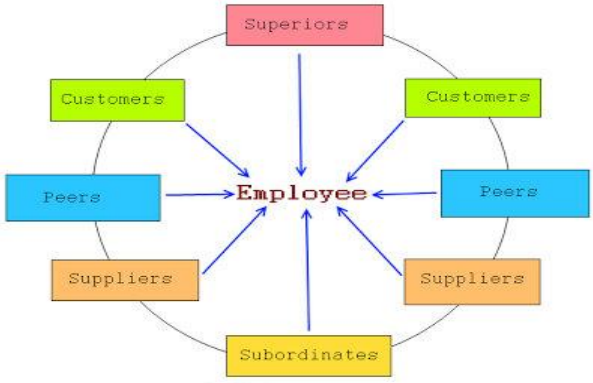
Q.3 Answer the following (any two) –

a) Southwood School administrators realized that a newly designed performance management system for their support staff would require a formal training program. Designing and implementing the new performance management system was a challenge for the organization; the last system was unpopular with employees, and negative feelings about the value of performance management linger Assume you are Professional Trainer and, Point out how training needs analysis is important with relevant justification. 9 L4 CO4

b) A focus group was held with five managers to find out what they wanted from the training and to assess their concerns about compensation management system. This was a useful process. The managers wanted to include training in how to deal with difficult people, which otherwise may not have been included in the program. Including this also assured managers that their views were important and had been considered in the program's design. Assume you are appointed as a Trainer for compensation management system and, identify the different types of training methods which you would like to consider while designing the training module. 9 L4 CO4

OR

c) 9 L4 CO4



The above figure is related to one of the modern method of performance appraisal. Consider the above points given in the figure and examine each point with suitable explanation.

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