Sanjay Ghodawat University, Kolhapur

2020-21

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

EXM/P/09/00

Year and Program: 2020-21 FY MBA-PM	**School of Commerce and Management**	**Department: Management-Pharmaceutical**
Course Code: MPM508	**Course Title: Human Resource management**	**Semester :II**
Day and Date:	**End Semester Examination**	**Time : 2 Hrs.** **Max Marks : 50**

Instructions: 1) All Questions are compulsory.

Q.1		**Answer the following**	**Marks**	Bloom's Level	CO
	a)	Analyse the various steps involved in Human Resources Planning Process. Which step, according to you, is the most important stage?	8	4	2
	b)	Discuss the Managerial and Operative functions of HRM with suitable examples.	8	2	1
		OR			
	c)	Mrs. Suman Prabhakar worked for 20 years in the Xavier Ltd, she joined very recently Franky Ltd, as the Production Manager, she was supposed to attend a routine Departmental Heads' meeting last Friday at 4.30 p.m., which was presided over by the Managing Director of the Company. She did not attend the meeting as there was no formal or informal communication to her. The Managing Director didn't like her absence as there were many important items to be discussed regarding Production Department. Mrs. Suman Prabhakar was called by the MD on the next day and asked explanation for not attending the meeting. Mrs. Suman Prabhakar replied that there was no information. The secretary said that it was a routine meeting and as such information was not sent to any Departmental Head. But all other Heads, except Mrs. Suman Prabhakar attended the meeting. ***Question :*** (a) Identify the reason for the incident. Who will you hold responsible for the mistake and how do you propose to avoid such problems in future?	8	2	4
Q.2		**Answer the following**			
	a)	XYZ Company has a chain of stores across India, interconnected through Internet. The company has a centralised Data Processing Centre (DPC) to process transactions related to Sales, Purchases and Inventory Management. The VP Procurement, wanted to upgrade it into an integrated Information system that would help in decision	8	5	3

		making. A new post of Programmer was, therefore, created who should have potential to be developed as system analyst and finally to be in-charge of the company's information system. Three Candidates were shortlisted after a structured interview by a Committee comprising the HR Manager, Procurement Manager and an Accounts Officer, and their profiles were sent to VP Procurement for final selection. The VP Procurement, however, wanted the candidates to be probed further to know their potential and hence he advised the HR Manager to conduct an Aptitude Test. In reply to this, the HR Manager replied, "The Company has the policy of selecting the candidates only on the basis of Interview and no Test of any type is conducted for employment. Therefore, Aptitude Test cannot be conducted". Question: Evaluate the Selection process of the Company and make necessary recommendations for improvement.			
	b)	Classify types of Selection Tests and discuss the factors influencing selection process.	8	3	3
		OR			
	c)	Categorise various methods of Training and discuss the merits and demerits of each method.	8	3	3
Q.3		**Answer the following**			
	a)	"Collective bargaining is an effective tool for grievance redressal" – Comment on the role of collective bargaining in maintaining Industrial relations.	9	4	6
	b)	Demonstrate how Modern methods of Performance Appraisal helps in boosting employees' motivation, productivity and commitment to the organisation.	9	3	6
		OR			
	c)	Classify Contingent Workers and discuss the significance across the globe, with suitable examples.	9	3	5

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