

Register No.: Name.:

SAINTGITS COLLEGE OF ENGINEERING (AUTONOMOUS)

(AFFILIATED TO APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY, THIRUVANANTHAPURAM)

SECOND SEMESTER MBA DEGREE EXAMINATION (Regular), JULY 2022

(2021 Scheme)

Course Code : 21MBA106

Course Name: Human Resource Management

Max. Marks : 60

Duration: 3 Hours

PART A

(Answer all questions. Each question carries 2 marks)

1. Outline the process of Performance Management.
2. What is the role of reliability and validity in selection tests?
3. Differentiate between Job Description and Job Specification.
4. Recall the factors influencing Compensation.
5. State any four reasons why employees join Trade Unions

PART B

(Answer any 3 questions. Each question carries 10 marks)

6. Explain the duties of an HR Manager and describe how the HR Manager provides specialized assistance to Line Managers.
7. Identify the significance of Recruitment Yield Pyramid with suitable diagram.
8. Define Workforce Planning. Describe the different methods used to forecast personnel needs with suitable examples.
9. As an HR Manager of an Information Technology company, outline the Employee Benefits that your firm would be offering to the employees.
10. Discuss in brief how performance management supports employees' career growth and engagement in organizations. Explain any two modern methods of Performance Appraisal.

PART C

(Compulsory question, the question carries 20 marks)

11. CASE STUDY

Mr. Rohith, the Sales Head has been trying hard to hire a good candidate for the position of Sales Executive position in his company Lumence Pvt.Ltd. which is into agricultural tools manufacturing. He was going through the three final resumes he had in front with the report of the HR on them

1. Ms. Meena , who was a close relative of the CEO of the company . During the interview, Though one of the interviews found her to be little arrogant, overall, she came out to be a very

energetic and vibrant lady who could understand the customer pulse and manage accordingly . After her course from a Tier 1 B school, she had worked in a retail company for 5 years. After the interview while the HR scouted through the social media pages of Meena, she was seen to be posting revolutionary things with strong comments and opinions.

2. Ms. Vartika was a non-managerial staff with Lumence Pvt.Ltd. for past 8 years after she was offered the job as a goodwill after her father, who was an employee of Lumence Pvt.Ltd. passed away in an accident. She pursued her studies along with her job and completed both her graduation and MBA. She was a hard worker and a high performer.

3. Mr. Peter who was a fresher and completed his MBA from one of the tier 2 B schools, with a gold medal, specialized in Agri Business. He is very talented and smart. During the interview, he disclosed that he has two other offers in hand from famous Agri Business companies

Answer the following questions based on the above context.

a) What are your thoughts on whom should Mr.Rohith hire for the position of Sales Executive ? Justify the selection and non-selection as well. Marks(10)

b) Discuss the pros and cons associated with using internal sources of job candidates to fill positions? Marks(10)
