

[Time: 3.00 Hrs]

[Marks: 75]

Please check whether you have got the right question paper.

Instructions :

1. Q1 (20 marks) & Q8 (15 marks) are compulsory.
2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7.
3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks.
4. Figures to the right indicate full marks.
5. Draw neat diagrams wherever necessary.

Q.1 Read and attempt the following:

During a Sunday morning in the golf club of the company, while playing golf with his friend Mahesh Mundra, Harish Kumar discovered that his department had hired a fresh university computer graduate (BCA) for the post of a system analyst – with a starting salary almost as high as of harish. Although Harish was of good nature, he was totally shocked and upset. It had taken him five years to become senior systems analyst and attain his current salary level in the Digital Info Systems Ltd. He had been generally pleased with the company for its pleasant work environment and professional culture. He has been thoroughly enjoying his job in the company.

The following Monday morning, Harish met the chief of the HR department. He enquired about what he had heard from his friend whether that was true. Mr. Yogesh Sathe, the HR chief apologetically admitted that it was true and tried to explain the company's situation. He told Harish that the market for the system analyst is very tough these days and it is difficult to find a right person after so many advertisements. In order to attract qualified prospects to the company, he was to offer a premium on starting salary. We desperately needed another analyst and this was the only way we could get one. Since you are too much overloaded, we wanted to reduce your burden. Harish asked Mr. Sathe whether his salary would be adjusted accordingly now. Mr. Sathe replied that your salary would be revaluated at the regular time with others. You are doing a great job, and I am sure that your boss will definitely recommend a raise for you. Harish thanked Mr. Sathe but left the office shaking his head and wondering about his future in the company. He is seriously thinking to quit the company and has to examine various

lucrative standing offers he has with him.

(a) What is the problem in this case? 10 Marks

(b) Do you think Mr. Sathe's explanation was satisfactory? Discuss. How can you motivate Harish?

10 Marks

Q.2 Attempt any two of the following:

10 Marks

(a) Define HRM? What are its functions and objectives?

(b) Explain the role of HR professional in human resource planning process in organizations.

(c) Define stress. Explain its nature and causes of stress.

Q.3 Attempt any two of the following:

10 Marks

(a) What is job analysis? Discuss various methods for collecting Job Analysis data.

(b) Explain any three methods of performance appraisal with pros and cons.

(c) Examine the objectives, need and purpose of training.

Q.4 Attempt any two of the following:

10 Marks

(a) "Corporate social responsibility is a key issue for any organisation aiming for long term sustainability". Discuss.

(b) What are the requisites for the success of MDP?

(c) Explain Future Prospects of Knowledge Process Outsourcing (KPO) in India.

Q.5 Attempt any two of the following:

10 Marks

(a) What is realistic job preview? How does it differ from traditional job preview?

(b) What topics can be included in designing a new intervention for organizational effectiveness?

(c) Write a note on the framework of HRD.

Q.6 Attempt any two of the following:

10 Marks

(a) Explain various types of tests used in the selection process.

(b) Explain how to manage ethics at work place.

(c) "People resist change and it's a completely normal part of the process" Comment.

Q.7 Attempt any two of the following:

10 Marks

(a) "Human Resources have never been more indispensable than today". Explain.

(b) Explain the importance and significance of induction.

(c) Write a note on Management By Objective.

Q.8 Write short notes on Any three the following:

15 Marks

(a) What do you understand by placement and orientation?

(b) "Performance appraisal is not only for appraisal but is for achievement and improvement of performance". Explain.

(c) Discuss the various elements of succession planning? Is there any mechanism of justifying the elements applied in the process of succession planning?

(d) Discuss about the requirements for the effective operating of the Safety and Health programmes.
