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Code: 17MBA2003

SET-2

ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)

I MBA II Semester Regular Examinations, June- 2018

HUMAN RESOURCE MANAGEMENT

Time: 3 Hrs

Max. Marks: 60

Answer any five questions
All questions carry EQUAL marks
Question No. 8 is Compulsory

1. Explain various functions HRM in detail 12M
2. Define employee retention. Discuss various strategies of employee retention in detail 12M
3. Discuss various factors influencing compensation. 12M
4. Define job evaluation. Write about various methods of job evaluation in detail. 12M
5. Elaborate various dispute settlement mechanisms 12M
6. Discuss various subsystems of Human Resource Information system(HRIS) 12M
7. Write about various sources of recruitment in detail. 12M
8. **CASE STUDY:**
Naik, AGM Materials, is fuming and fretting. He bumped into Kamath, GM Materials, threw the resignation letter on his table, shouted and walked out of the room swiftly. Naik has reason for his sudden outburst. He has been driven to the wall. Perhaps, details of the story will tell the reasons for Naik's bile and why he put in his papers, barely four months after 12M

he took up his present assignment. The year was 1995 when Naik quit the prestigious SAIL plant at Vishakhapatnam. As a manager materials, Naik enjoyed powers-he could even place an order for materials worth Rs 25 lakh. He needed nobody's prior approval. Naik joined a Pulp-making plant located at Harihar in Karnataka, as AGM Materials. The plant is a part of the multiproduct and multi plant - conglomerate owned by a prestigious business house in Sector Steel monolith. When he joined Eucalyptus Pulp making Company, little did Naik realise that he needed prior approval to place an order for materials worth Rs. 12 lakh. He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order; materials arrived, were received, accepted and used up in the plant. Trouble started when the bill for Rs. 12 lakh came from the vendor. The account department withheld payment for the reason that the bill was not endorsed by Kamath. Kamath refused to sign the bill as his approval was not taken by Naik before placing an order. Naik felt fumigated and cheated. A brief encounter with Kamath only aggravated the problem. Naik was curtly told that he should have known Company rules before venturing Naik decided to quit.

Questions :

- (a) Does the company have orientation programme? If yes, how effective is it?
- (b) If you were Naik what would have you done?