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Code: 19MBA2003

SET-2

ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)

I MBA II Semester Regular & Supplementary Examinations, November-2021

HUMAN RESOURCE MANAGEMENT

Time: 3 Hrs

Max. Marks: 60

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

1. a) What are the operative functions of Human Resources Management? **6 M**
b) What are the challenges faced by the HR manager in present scenario? **6 M**
2. a) What are the ethical aspects of Human Resources Management? **6 M**
b) Differentiate personnel Management and Human resources management. **6 M**
3. a) Explain the HR planning process. **6 M**
b) Define job, Explain the process of Job Analysis. **6 M**
4. a) What are the errors in performance appraisal system? **6 M**
b) Define Career? How organization plays its important role in employees' career development? **6 M**
5. a) What are the factors influencing in fixation of wage and salary? **6 M**
b) What are the statutory welfare measures should be complied by the employer? **6 M**
6. a) Define Trade Union under Trade Unions Act and what are the functions of Trade union for the welfare of its members? **6 M**
b) What are the dispute settlement mechanisms? **6 M**
7. a) How safety is very important in the organizations explain with an example by taking any organization. **6 M**
b) What is HR Audit? Explain its process in the organization. **6 M**

8.

CASE STUDY:

12 M

Watson Public Ltd Company is well known for its welfare activities and employee oriented schemes in manufacturing industry from more than ten decade. The company employs more than 800 workers and 150 administrative staff and 80 management level employees. The Top level management views all the employees at same level. This can be clearly understood by seeing the uniform of the company which is same for all starting from MD to lower level workers.

The company have two different cafeterias at different places one near the plant for workers and other near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of same quality. In short the company stands by the rule Employee Equality.

The company has one registered trade union and the relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a pay master in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing Countable number of problems in supplying the materials in recent past days. Problems like quality issues, mismatch in packing materials (placing material A in box of material B) incorrect labelling of material, not dispatching the material on time etc.

The management views the case as there are loop holes in the system of various departments and hand over the responsibility to HR department to solve the issue. When the HR manager goes through the issues he realized that the issues are not relating to system but it relates to the employees. When investigated he come to know that the company hired new employees for higher level post. The newly hired employees are placed with higher packages.

Questions:-

- i) Narrate the case with suitable Title for the case. Justify your title.
- ii) Help the organization to come out from this critical issue. If you are in the role of HR manager, what will be your immediate step to solve this case.