

Code: 13MBA1009**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)****I MBA II Semester Regular & Supplementary Examinations, April, 2016
HUMAN RESOURCE MANAGEMENT****Time:3 Hrs****Max.Marks:60****Answer any five questions
All questions carry EQUAL marks
Question no. 8 is compulsory**

- 1) Define human resource management (HRM). Evaluate the future role of HRM in India.
- 2) Discuss critically the following statement, “Human Resource Planning is a pre-condition for efficient management of human resources.”
- 3) Explain the meaning, design and levels of evaluation of training in an organisation.
- 4) Discuss the role of performance evaluation system in an organisation. Explain the problems of performance appraisal
- 5) Define the term grievance and explain the various dimensions of grievances and their implications on employee motivation. What are the steps that are recommended while dealing with an employee’s grievance?
- 6) Explain the different methods of collective bargaining using examples.
- 7) What are objectives of HR Accounting? Explain the pros and cons of HR Accounting.

8) CASE STUDY

Dinesh, the young executive in SoftTech, has become irritable, unpopular with colleagues and subordinates, and a problem for the boss. His performance has started to decrease.

Dinesh was quite the opposite three months ago. He had a brilliant track record. Dinesh graduated from a prestigious B-school with a gold medal and subsequently entered the world of finance. He had revamped the cost and budgetary control system, set up a management accounting procedure and created a reliable and efficient management information system.

Dinesh received many awards and rewards and was on the verge of climbing the corporate ladder.

Several issues confronted Dinesh simultaneously. His only son turned out to be alcoholic. He had been overlooked for a promotion due to irregular reporting to work. An outsider has been considered for the top job in place of Dinesh. Dinesh’s professional relationship with lady colleagues has been misconstrued as unethical relationships.

His emotional turmoil, mental fatigue, fragile family and unsolicited gossip have all pushed Dinesh to the corner resulting in his confidence being rudely shaken.

QUESTIONS:

- 1) Comment on the company’s HR policies.
- 2) How can Dinesh achieve work life balance?
- 3) What should be Dinesh’s professional focus now?
- 4) Suggest confidence building measures for Dinesh.