

R19

Code No: 762AA

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA II Semester Examinations, February/ March - 2024

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max.Marks:75

- Note:** i) Question paper consists of Part A, Part B.
ii) Part A is compulsory, which carries 25 marks. In Part A, Answer all questions.
iii) In Part B, Answer any one question from each unit. Each question carries 10 marks and may have a, b as sub questions.

PART - A

(25 Marks)

- 1.a) What is the need for e HRM in current era? [5]
- b) Give examples for job enrichment and job enlargement. [5]
- c) Distinguish between Training and Development and performance management. [5]
- d) What is Performance based Pay and brief on employee retirement benefits? [5]
- e) Explain about Employee Separation with an example. [5]

PART - B

(50 Marks)

- 2.a) Explain the impact of Globalization and Digitization on the HR functions.
- b) What is the role of Line Managers and brief on competition trends? [5+5]

OR

- 3.a) Discuss the need for High Performance work systems.
- b) In your opinion does workforce diversity will enhance the performance? Discuss. [5+5]

- 4.a) Give about job descriptions and job specifications of any job of your choice.
- b) Why is it necessary to have HR planning for a organization? [5+5]

OR

- 5.a) Distinguish between Performance Management and Performance Appraisal.
- b) What are the merits of 360 degree performance appraisal method? [5+5]

- 6.a) Explain the demerits of online training programmes.
- b) Is HR interview critical in the selection process? Discuss. [5+5]

OR

- 7.a) Discuss the need for Training Need Analysis and its impact on designing training program.
- b) What are do and don'ts in the interview process by the interviewer? [5+5]

- 8.a) Why do you think facilities, benefits are important from employee perspective? Explain.
- b) What are the basic factors HR managers needs to be considered in the pay fixation? [5+5]

OR

- 9.a) Explain in detail the employee welfare measures of an organization.
- b) Discuss the basic features of compensation Act and minimum wages Act. [5+5]

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10.a) What is grievance? Explain the steps in Grievance handling procedure.

b) Brief on health and occupational safety law.

[5+5]

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OR

11.a) Explain the salient features of Industrial Disputes Act 1947.

b) Illustrate the collective bargaining process.

[5+5]

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