

D 105294

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Name.....

Reg. No.....

SECOND SEMESTER M.B.A. DEGREE EXAMINATION, JULY 2024

M.B.A. (CUCSS)

BUS 2C 13—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 36 Weightage

*Answer all the parts.***Part A***Answer all questions.**Each question carries 1 weightage.*

1. Why is it important to empower workers ?
2. Name the types of job evaluation methods.
3. What is the purpose of appraisal interview ?
4. What is your argument against punishment ?
5. What is a Career ?
6. What are the consequences of absence of regulations in wage administration ?

(6 × 1 = 6 weightage)

Part B*Answer any four questions.**Each question carries 3 weightage.*

7. What are the challenges in conducting performance appraisal ?
8. Examine the issues involved in campus recruitment.
9. Where do you use the information gathered by job analysis ?
10. Explain the criteria for training evaluation.
11. Differentiate between conventional and strategic planning.
12. Discuss the factors influencing compensation management.

(4 × 3 = 12 weightage)

Turn over

Part C

*Answer any three questions.
Each question carries 4 weightage.*

13. Discuss the essentials of a good training environment.
14. What are the limitations of confidential report writing as a method of performance appraisal ?
15. Describe the changing trends in the roles and responsibilities of today's HR Manager.
16. Explain how human resource mobility affects performance in organizations.
17. Describe grievance redressal procedure.

(3 × 4 = 12 weightage)

Part D (Compulsory)

18. Answer the compulsory question (6 weightage) case study :

The major vendors of hosted online performance appraisal systems include LearningPoint, 360degreeinput, StarWorks and Success.com. These applications can vary in price depending upon the number of employees and degree of functionality desired. However, a price of around \$100,000 is typical for a mid-sized firm. The electronic approach offers savings in time and labor. A traditional (paper-based) approach to performance appraisal has been estimated to cost \$1,500 per employee with some of the sources of this cost being time spent (1) creating goals and objectives ; (2) conducting reviews ; (3) designing, printing, copying, filing and distributing appraisal forms ; (4) training supervisors to conduct appraisals ; and (5) dealing with post-appraisal appeals and grievances. An electronic approach might eliminate the costs of designing, printing, and so on, but the approach may not influence the other sources of cost.

Questions :

Do you think the costs of the online performance appraisal systems are worth it ? Why ?
Consider expected costs and benefits to provide a rationale for your answer.

(1 × 6 = 6 weightage)