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Manipal Institute of Technology

(A Constituent Institute of Manipal University)



III SEMESTER M. C. A.

END SEMESTER EXAMINATION – NOV / DEC 2015

SUBJECT: HUMAN RESOURCE MANAGEMENT [MCA – 5021]

04 - 12 - 2015

Time : 3 hours

Max. Marks : 50

Instructions to Candidates

1. Answer ANY FIVE FULL questions.
2. Missing data may be suitably assumed.

- 1A. List all the major roles associated with HRM, and briefly explain them.
- 1B. How cases of violence and/or bullying affect an organization? How an organization can handle them?
- 1C. What are the factors that may affect the Performance Appraisal System? [5 + 3 + 2]
- 2A. What is Stress? Categorize it? Define Stressor. List and explain various stressors associated with an IT firm employee. What is the need of Stress Management in an employment scenario?
- 2B. Briefly explain about Occupational Safety and Health Act (OSHA).
- 2C. What is Succession Planning? Discuss giving suitable examples. [5 + 3 + 2]

[MCA – 5021]

Page 1 of 2

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- 3A. What is Discipline? Categorize it. What is its role in an organization? How is it violated? How an HRD of an organization can smoothly enforce disciplinary policy into the system?
- 3B. What is Job Enhancement, and how is it different from Job Enrichment? Discuss the pros and cons of both Job Enhancement and Job Enrichment.
- 3C. What is a STAR-model to conduct an interview? [5 + 3 + 2]

- 4A. Provide a definition to Employee Separation. What are the different possible types of employee separation? Explain them.
- 4B. List and explain different types of communication styles observed in an organizational environment.
- 4C. How can an employee develop him/herself to be a professional? [5 + 3 + 2]

- 5A. What is Reward System and its importance? What are the main objectives of Compensation? What are the various types/modes of compensations? Briefly differentiate between wage and salary.
- 5B. What is the need for Recruitment? What are the different factors affecting the Recruitment needs and process?
- 5C. What is an Exit interview? What is the intention behind this? [5 + 3 + 2]

- 6A. List and explain different types of Training Delivery models. How training process can be evaluated?
- 6B. Discuss the importance of a Trade Union in an organizational structure? Briefly explain the Unionization process that should be followed?
- 6C. List and explain the challenges an organization might face while trying to have a smooth HRM in place. [5 + 3 + 2]