Exam Date & Time: 15-Jul-2022 (09:00 AM - 12:00 PM)

MANIPAL ACADEMY OF HIGHER EDUCATION

SIXTH SEMESTER B.TECH END SEMESTER MAKE -UP EXAMINATIONS, JUL 2022

HUMAN RESOURCE MANAGEMENT [HUM 4052]

Marks: 50   **Duration: 180 mins.**

E and F

Answer all the questions.

Instructions to Candidates:
Answer ALL questions
Missing data may be suitably assumed

1)		What are different steps involved in job analysis? Explain any two methods of job analysis	(4)
	A)		
	B)	Why HR planning should align itself to Business planning? How Business planning can be translated into HR planning? Discuss with examples	(3)
	C)	Why is Performance Management considered superior practice as compared to Performance Appraisal? Explain with suitable example	(3)
2)		List the Theories of Compensation. Explain any two	(5)
	A)		
	B)	How can HR help smooth transition during mergers and acquisitions?	(2)
	C)	list out different job evaluation methods and explain any two of them	(3)
3)		List and explain the steps involved in Career development of people in the organizations	(4)
	A)		
	B)	Discuss the advantages and challenges of managing Diversity in the organizations with suitable examples.	(4)
	C)	List and describe the contents of a good Induction Programme	(2)
4)		Explain the four-factor comparison of evaluation of training	(4)

A)

B)   List various techniques to analyse the training needs and explain any one

(3)

C)   Explain at least three methods of forecasting the Human resource requirement in organizations

(3)

5)

A)   Ramoji Rao is in-charge of a bindery in Vijayawada, which employs 15 workers. Five workers work in the factory. Three of these run the machinery, one supervises and the fifth one moves the blank paper and finished print by hand car. Recently, this fifth position requiring to move hand car became vacant. Ramoji Rao has received three applications, as follows:

Mr. Anjaiah, thirty-five, unmarried, has been working as a seasonal labour and occasional odd jobs. He has strong build, which could help, although the work is generally light.

Mr. Nehal Singh, age twenty-five, has come to Vijayawada two years back. He has done farm labour for many years and assembly line work for one year. He should have no trouble steering the handcar.

(3)

Mr. Raju is a local boy, who finished high school, two years ago, has finished two years diploma and working as assistant in a transport company. His track references are excellent. He seems quick learner.

Whom will you select? Justify your selection/rejection

B)   Explain how introducing 'Feedback' and 'Autonomy' components in the job helps enhance employees' motivation with an example

(5)

C)   Describe the consequences of Contrast error in Performance Appraisal

(2)

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