

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, December 2018

Course: Human Resource Management

Course Code: CLNL 2014

Semester: III

Programme: BBALLB(Hons)-BFIT/CL

Time: 03 hrs.

Max. Marks: 100

Instructions:

SECTION A

S. No.		Marks	CO
Q 1	Statement of question	2*5= 10	
i.	Explain the various functions of HRM.		CO1
ii.	Why there is a need for internal mobility in an organization?		CO3
iii.	List down the components of financial and non-financial incentives.		CO4
iv.	What are the various causes of employee grievance?		CO1
v.	Differentiate between Recruitment and Selection		CO2

SECTION B

Q 2	Statement of question	Marks	CO
i.	Explain the role of HRM in globally competitive environment.	10	CO1
ii.	Define Recruitment. Also explain the various methods of recruitment used in the industry nowadays.	10	CO2

SECTION-C

Q 3	Statement of question	Marks	CO
i.	You are the cafeteria manager. You noticed foil sticking out of Mary's coat pocket last week as she was leaving work. Today, Mary doesn't know you observed her putting a box of chicken nuggets in her car as she rolled the trash cans to the dumpster. When you count up and total inventory at the end of the day, you are short approximately one case of chicken nuggets. What will you do? Will you directly inform Mary or ignore it? How would you plan appropriate disciplinary action in such a case?	10	CO3
ii.	Imagine yourself as a fresh graduate who has started working with an organization Smart Tech Ltd. as an HR Manager. You have been asked to design the compensation Plan for	10	CO4

	250 employees. How will you determine pay rates. Which method of payment will you adopt to determine the salary structure in the organization. Explain your choice.		
SECTION-D			
Q4	Statement of question	Marks	CO
	<p>Is Raman in need of Training:</p> <p>Raman Kapoor has been employed for six months in the accounts sections of a large manufacturing company in Faridabad. A formal investigation to monitor and determine the contributions of each employee in the accounts section is done to check whether they meet standards. After the investigation it was found that all employees in the accounts section were meeting the targets that were set. Raman was an exception to the performance displayed by his colleagues. Apart from numerous errors, Raman's work is characterised by low performance; often he does 20% less than the other clerks in the department.</p> <p>Answer the following Questions:</p> <p>i- As Raman's supervisor can you find out whether the performance is due to poor training or some other cause? Does the employee needs to be motivated through adequate career path. Explain.</p> <p>ii- Which Model will you design for Training need assessment and why?</p> <p>iii- If you find Raman has been inadequately trained, how will you design , conduct and evaluate training programmes for him. Explain in detail.</p>	<p>15</p> <p>15</p> <p>20</p>	CO3

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SECTION A

S. No.	Statement of question	Marks	CO
Q 1	Statement of question		
a)	Discuss the scope HRM in globally competitive environment.	02	CO1
b)	Describe the type of information provided in job specification	02	CO2
c)	List down the components of financial and non-financial incentives.	02	CO3
d)	Highlight the features of –“Red Hot Stove Rule”.	02	CO4
e)	Explain the term-Job Evaluation.	02	CO3

SECTION B

Q 2	Statement of question	Marks	CO
a)	Describe the performance appraisal practices being followed in India with the help of suitable examples.	10	CO4
b)	Explain the various functions of Human Resource Management.	10	CO1

SECTION-C

Q 3	Statement of question	Marks	CO
a)	Individuals, who form the organization, may have grievance s against the employer. As an HR manager, what grievance model would you suggest and why?	10	CO4
b)	An agricultural equipment manufacturing unit is willing to set up the most advanced manufacturing unit in Bangalore, You are supposed to head their training department to impart training to all technical & administrative staff so that a professionally designed set up can be ensured. How will you design and evaluate training program. Explain	10	CO3

SECTION-D

Q4	Statement of question	Marks	CO

