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# P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Second Semester, Master of Business Administration (MBA)

Semester End Examination; May/June - 2018

**Human Resource Management**

Time: 3 hrs

Max. Marks: 100

*Note: Answer all FOUR full questions from PART - A and PART - B (Case study) is compulsory.*

## PART - A

- 1 a. Define HRM. Explain in detail the nature of HRM. 10  
 b. Explain the evolution phases of HRM concept. 10

**OR**

- 2 a. Identify and discuss the managerial and operative functions of HRM. 10  
 b. What are the qualities required for HR manager? 10  
 3 a. Distinguish between job design and job analysis. 10  
 b. Discuss job description and job specification. 10

**OR**

- 4 a. Explain the objectives of Human Resource Planning. 10  
 b. What are the sources of Recruitment in business firms? Explain merits and demerits of sources. 10  
 5 a. What is selection? Explain the steps involved in selection process. 10  
 b. Discuss the different types of test in selection. 10

**OR**

- 6 a. Explain the modern methods in performance appraisal. 10  
 b. Briefly explain off-the-job training methods. 10  
 7 a. Discuss the concepts :  
 i) Transfer 10  
 ii) Demotion  
 iii) External mobility  
 b. Explain the merits and demerits of promotion based on seniority. 10

**OR**

- 8 a. What are the objectives of compensation? Explain. 10  
 b. Explain the types of welfare benefits scheme offered to employees. 10

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**PART - B (Case Study) Compulsory**9. Fake CV's in Indian Job market

In March 2006, some leading IT services companies in India such as Wipro Technologies India dismissed several employees, when they discovered that the information provided in the Employees Curriculum Vitae (C.V) was false.

The companies also blamed some of the recruitment agencies which had recruited the dismissed employees for helping them fake their CV's. Police complaints were lodged against some of these recruitment agencies and they were even asked to Refund the expenditure incurred by the companies in hiring the dismissed employees.

These charges and allegations highlighted the growing problem of fake CV's in the Indian job market. The Phenomenon of fake CV's was not just restricted to the software industry. It was also prevalent in other sectors like ITES, financial services, Retail etc.

It was Estimated that Rs. 400 crores was spent by the Indian companies for filling 2,00,000 jobs a year in their sectors and 10% - 12% of the selected candidates had submitted false information in their CV's.

**Questions:**

- a. What is the opinion of your mind in this case? 10
- b. The recruitment agencies are strength/weakness to the Industry. 10

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