

School of Business

MBA
ETE - Jun 2023

Time : 3 Hours

Marks : 50

Sem II - MBDS5015 - Human Resource Management

Your answer should be specific to the question asked

Draw neat labeled diagrams wherever necessary

1. You are hiring someone for a job of sales executive at a real estate. Which sources of recruitment would you chose. EXPLAIN K1 CO4 (2)
2. Analyze the role of the HR department in managing and promoting workforce diversity? K2 CO1 (2)
3. Apply the significance of HRM concepts in encashing the global opportunities. K2 CO1 (2)
4. How does e-learning and e-selection help HR professionals boost the productivity of the employees? Discuss. K2 CO3 (2)
5. Differentiate Job description from job specification. Enumerate the significance of job analysis. K2 CO2 (2)
6. "International organizations outsource their HR services to India to enhance the productivity and return on investments and also to achieve the economies of scale." Elucidate with suitable examples. K3 CO2 (5)
7. Analyse the role of job analysis process in talent acquisition and recruitment efforts of an organisation? Elucidate how the Job analysis process will support the foundation for defining selection criteria within an organisation. K4 CO3 (5)
8. Apple Inc. is a multinational technology company headquartered in Cupertino, California, United States. It was founded by Steve Jobs, Steve Wozniak, and Ronald Wayne on April 1, 1976. Apple is widely recognized for its innovation, design excellence, and consumer electronics products. It is known for offering a range of employee benefits to attract and retain employees. Some of the benefits offered by the organization are insurance coverage, including medical, dental, and vision plans, Employee assistance programs and counseling services, Employee stock purchase plans and stock options, generous product discounts for employees, Flexible Work Arrangements.
Question: Determine How does employee benefits contribute to employee retention? K4 CO4 (6)
9. 'The bell curve, also known as forced ranking or forced distribution, is a performance appraisal method where employees are ranked and rated on a predetermined distribution curve. Traditionally, this method involves categorizing employees into fixed percentages such as the top 10%, middle 70%, and bottom 20% based on their performance. In 2016, Wipro dropped this method of performance appraisal moving on to face-to-face interviews, which are done after the self-appraisal method.'
Question: Analyse the situation and elucidate the reasons behind such a step taken by Wipro. K5 CO3 (8)
10. By promoting diversity and inclusion, organisations aim to create a work environment that values and respects individuals from various backgrounds. Microsoft has been committed to diversity and inclusion initiatives for many years. The company has implemented various programs, such as the Diversity and Inclusion Report Card, to measure progress and hold leaders accountable. They also have employee resource groups (ERGs) that focus on different dimensions of diversity, providing support, networking opportunities, and advocacy.
Question: In the light of above paraphrase elucidate how can an organisation address unconscious bias at the workplace? Suggest specific strategies and initiatives that the HR department can implement to raise awareness and promote inclusivity K5 CO4 (8)
11. Rajat Sharma has been employed for 6 months in accounts section of a large manufacturing company in Faridabad. You have been his supervisor for past 3 months recently you have been asked by the management to find out the contribution of each employee in the account section and monitor carefully whether they are meeting the standards set by you. A few days back you have completed your formal investigation and with the exception of Rajat, all seem to be meeting the target set by you. A along with numerous errors Rajat work is characterised by low performance often he does 20% less than others clerks in the department. As you look into Rajat's performance review sheets again you begin to wonder whether some sort of remedial training is needed for people like him. K4 CO2 (8)
Question: If you find Rajat has been inadequately trained, how do you go about trained introducing a remedial training program