

PG Even Semester (CBCS) Exam., April—2019

BUSINESS ADMINISTRATION

(2nd Semester)

Course No. : MBACC-205

(Human Resource Management)

Full Marks : 70

Pass Marks : 28

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

Answer **all** the questions

1. (a) Write briefly on the roles of an HR manager in today's organisation.
(b) Explain what qualities should be possessed by HR managers. 6+8=14
2. Distinguish between HRM and Global HRM. Elaborate how HRM is connected with strategic management. 6+8=14

OR

3. What is manpower planning? Explain the processes and steps in manpower planning. 4+10=14

J9/1160

(Turn Over)

4. What do you mean by 'job analysis'? Explain the steps of 'job analysis'. 6+8=14

OR

5. Mr. Vinoy Kant joined in Railways five years back when he was 21 years old. He proved himself as an efficient steam engine driver. He bagged the Railway Minister's Best Driver's Award this year. He asked to undergo training in electrical engine driving due to massive electrification in Northern Railways. But he was reluctant to take up training. The head of the loco staff was surprised to know the reluctance of Mr. Vinoy Kant when a number of drivers of steam engine have volunteered themselves to undergo training in electrical engine driver.

Case Question :

Identify the problem in this case and suggest the strategies to overcome the problem. 14

6. Discuss the various types of selection, tests and interviews. 14

OR

7. Distinguish between 'wage' and 'salary'. Explain in detail, how to determine wages and salary in a company. 6+8=14

J9/1160

(Continued)

8. Case Study :

Britannia kicked off its repositioning exercise in 2010 when it changed its logo and corporate slogan to transform itself from a bakery business to a food business. Subsequently, as a part of its diversification plans, it entered the dairy business. But, it has yet to create a dent in this field and is not able to compete with Amul.

Case Question :

Write your views and suggestions from human resource management perspective. 14

★ ★ ★