Sanjay Ghodawat University, Kolhapur   2017-18

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

2018 FY MBA	School of Commerce and Management	Management
MMC 508	Human Resource Management	Semester – Even (II)
Day and Date	End Semester Examination	Time: 3 hrs, Max Marks: 100

29th may 2018
10:30 to 1:30 pm.

Instructions: 1) All Questions are compulsory.

Marks   COs

Q.1   Case Read the following case carefully and answer the questions
given at the end of the case-

Anchor India Ltd, was a major manufacturing firm which received
contracts from an aerospace firm. The company had been growing
rapidly over the last 5 years. Starting with only 100 employees,
the company now had 2500 employees, including production
people and other in-house staff members. As the company
manufactured quality materials its consumer base expanded. This
increased the company's revenue from 25 crores to 50 crores. The
company had well trained production employees, who were able
to meet all job demands. With the increase in number of contracts,
the company planned *to hire more employees.* A review of the
situation by senior management led to the conclusion that more
employees were required to work in congruence with the
organizational goals. The HR department had a great task ahead-
forecasting the required human resources.

Moreover hiring people would require staff to provide additional
training that the current task of production will need and setting
standards for measuring and controlling productivity. The human
resources staff also needs to determine the number of people
required for production area. The company also has made an offer
to buy Widepark one of its competitors. The other company was
not performing well for one past year. But the company had made
very good HR policies. At one point the company was able to
generate revenue with half the people of Anchor has. But the lack
of funds to buy new technologies hampered the profits of
Widepark. Now with the takeover it would need to plan
effectively the management of Widepark's human resources.

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The president of the Anchor called the manager and asked him to collect information about HRP. He needed to identify nr of employees the company need to increase in productivity, the methods of forecasting the required number.

a)	What methods can be adopted by the manager for forecasting.	10	CO2
b)	In determining who, to promote internally how can the skills inventory be of importance to the manager.	10	CO2

Q.2 Solve any Two

a)	Describe the difference between Human Resource Management and Personnel Management?	10	CO1
b)	Explain the importance of Strategic Human Resource Management.	10	CO1
c)	Describe the recent trends in HRM with examples.	10	CO1

Q.3 Solve any Two

a)	Explain HR audit and describe types in detail	10	CO2
b)	Elaborate what are the factors that influence the Human Resource Planning of an organization?	10	CO2
c)	Explain how will you design and develop Human Resource Information System in an organization?	10	CO2

Q.4 Solve any Two

a)	Describe how Management Development Programme is different from training program	10	CO3
b)	Describe the modern techniques of Performance Appraisal.	10	CO3
c)	Explain Non-statutory benefits are provided to employees in the organization?	10	CO3

Q.5 Solve any Two

a)	Elaborate on the three actors of industrial relations?	10	CO4
b)	Describe the Grievance handling procedure in an organization	10	CO4
c)	Describe the Discipline Administration of an organization.	10	CO4