

V.P.M.'s K.G. Joshi College of Arts & N.G.Bedekar College of Commerce, Thane.  
TYBMS - 5<sup>TH</sup> SEMESTER

PRELIMINARY EXAMINATION OCT - 2008

TIME : 11.00 a.m. to 1.00 p.m.

MARKS : 60

CODE : 511-A

DATE :08/10/2008

SUBJECT & PAPER :HUMAN RESOURCE MGMT.

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Instruction : 1] All questions in Section I are compulsory .

2] Answer any 3 questions from Section II

Section - I.

Q.1 Explain the following concepts in brief :

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1. Wage & Salaries
2. Job Description
3. Training V/s Development
4. Fringe benefits.
5. HRD and HRM

Q.2 Case study.

In one public sector undertaking with a chequered past, a line manager was appointed as the Chief of Personnel. Within a year after taking charge, he had to sign a wage agreement with the workers union. The union at that time was dominated by non technical staff. The union's charter of demands favoured the interest of the dominant members group. It asked for a significant revision in gardeners pay, but was not equally vocal in pressing for the increase in the pay scale of the workers in certain technical grades. The management conceded these demands because the union cooperated with them in keeping the burden of the pay revision well within the guidelines of Bureau of Public Enterprises BPE).

Once the agreement was signed and communicated to the employees / members by the management and the union respectively, there was commotion among the technical employees. They walked out of the union and formed a separate technical staff union. They marched round the company premises holding the placard which read, "Here grass cutters get more than the gas cutters." In the engineering assembly unit till the pay revision occurred, welding was a highly rated job. But not any longer.

1. Was the action of the union Management justified and why? 06
2. If you were in place of the management, what factors would you like to consider before finalizing the wages? 06
3. What will be your strategy as the HRD Manager to guide the organization to meet the challenges? 08

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**Section - II**

- Q.3** Define Personnel Management. Give the functions of Personnel Management and explain the role of Personnel Management. **10**
- Q.4** As a HR manager of Jet Airways describe the method you would use to recruit a Vice President for the firm. **10**
- Q.5** Distinguish between on the job and off the job training. What steps should an organization take to make training more effective? **10**
- Q.6** Explain how an organization can help an individual employee manage his / her career. **10**
- Q.7** Write Short note on any 2 of the following : **10**
- a) 360 degree Appraisal
  - b) Separation.
  - c) Multi - Skilling.
  - d) Job evaluation.

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