Roll No. ☐☐☐☐☐☐☐☐☐☐☐☐

## PRESIDENCY UNIVERSITY
**BENGALURU**

## Department of Research & Development
## Mid - Term Examinations - SEPTEMBER 2024

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| **Odd Semester**: Ph.D. Course Work | **Date**: 28 /09/2024 |
| **Course Code**: **MBA2027** | **Time**: 2:00pm – 3:30pm |
| **Course Name**: Human Resource Management | **Max Marks**: 50 |
| **Department: SOM (HR)** | **Weightage**: 25% |

**Instructions:**

*(i) Read all questions carefully and answer accordingly.*

*(ii) Do not write anything on the question paper other than roll number.*

### Part A

| Answer ALL the Questions. Each question carries 5 marks. | | 4Qx5M=20M |
|---|---|---|
| 1 | What is Workforce Diversity, and why is it essential for organizations to manage it effectively? | **5 Marks** |
| 2 | Describe at least two methods of Performance Appraisal and their benefits for evaluating employee performance. | **5 Marks** |
| 3 | Critically assess the role of incentives and fringe benefits in employee performance. How do these elements of compensation align with organizational goals? | **5 Marks** |
| 4 | Examine the process of collective bargaining. How does it balance the power between management and labor unions during negotiations? | **5 Marks** |

### Part B

| Answer ALL Questions. Each question carries 15 marks. | | 2QX15M=30M |
|---|---|---|
| 5 | Your company is undergoing restructuring, and you need to evaluate various job roles to ensure fair compensation for all employees. Some employees feel that their roles are undervalued, and there is dissatisfaction around the current pay structure.<br><br>Question: Explain how you would conduct a job evaluation to assess the relative worth of different positions. Discuss how factors like skills, responsibilities, and | **15 Marks** |

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| | working conditions will influence your job evaluation process and the final pay structure. | |
| 6 | Workers in your company are protesting the long working hours and asking for more breaks during their shifts. Management argues that reducing working hours will lower productivity.<br><br>Question: How would you apply collective bargaining to resolve this conflict between the workers and management? Outline the steps you would take to ensure both sides reach a fair agreement. | **15 Marks** |