

Presidency University, Bengaluru
School of Management

Comprehensive Examination

I Semester 2015-2016

Human Resources Management

MBA A 115

(Closed Book)

Max Marks: 80 marks

Max Time 3hours

Weightage : 40%

12 January 2016

Instructions to Candidates:

Write legibly, briefly and summarize/highlight the main points

Part A

(2 X 10=20)

Answer all questions

1. Distinguish a line manager and staff manager?
2. What is competitive advantage? Give example.
3. List down the data collection methods used to collect job analysis information?
4. What is outsourcing? Give examples.
5. Give different types of tests for selecting employees?
6. How will you ensure Person and job/organization fit?
7. What is organizational development?
8. How will you manage employee retention?
9. What is a compensable factor?
10. List down some family-friendly benefits?

Part B

(5X 8=40)

Answer all questions

1. Briefly describe three important strategic human resource management tools
2. Briefly describe three important strategic human resource management tools.
3. Explain the key points to remember in conducting background investigations.
4. Summarize the purpose and process of employee orientation.
5. Explain, using examples, any four management development programs
6. Discuss the four steps in effectively coaching an employee.
7. Explain how you would apply the motivation theories in formulating an incentive plan.
8. Illustrate with examples how intercountry differences affect HRM.

Part C

(2X10=20)

Answer any two questions

1. Explain, using examples, how Internet Technologies are used for recruitment and selection?
2. Discuss the various off the job techniques for training and developing managers? Highlight their merits and demerits.
3. Explain, using examples, how would you develop a graphic rating scale for appraising the performance of following jobs:
 - a. Office Secretary, b. Professor and c. Sales Person

Max Marks: 80 marks

Percentage: 40%

Max Time: 1 hour

12 January 2014

Instructions:

1. Write answers in your own handwriting/signature/highlight the main points.

Part A

(2 X 10=20)

Answer all questions

1. Discuss the difference between a line manager and staff manager?
2. What is cognitive advantage? Give example.
3. List down the data collection methods used to collect job analysis information?
4. What is outsourcing? Give examples.
5. Give different levels of Katz's job selection competencies?
6. How will you assess Person and job dynamism in?
7. What is organizational development?
8. How will you measure organizational culture?
9. What is organizational climate?
10. List down some factors causing turnover?

Part B

(5 X 8=40)

Answer all questions

1. Briefly describe three important strategic human resource management levels.
2. Briefly describe three important strategic human resource management tools.
3. Explain the five points to remember in conducting background checks.
4. Compare the purpose and process of supplier selection.
5. Explain using examples, the four dimensions of performance appraisal.
6. Discuss the five steps of performance appraisal process.
7. Explain how you would select the best person for the job.
8. Explain how you would select the best person for the job.
9. Explain how you would select the best person for the job.