



Printed Pages : 2

MBA – 203

(Following Paper ID and Roll No. to be filled in your Answer Book)

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Roll No.

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M. B. A.

(SEM. II) EXAMINATION, 2006-07

HUMAN RESOURCE MANAGEMENT

Time : 3 Hours]

[Total Marks : 100

Note : (1) Attempt all questions.

(2) The figures in right margin indicate the marks.

1 Answer any **four** of the following in about **5×4=20**
250 words each :

- i. Define human resource management. Discuss functions and objectives of HRM.
- ii. What do you mean by job analysis? What are its uses?
- iii. Explain the recruitment process.
- iv. Discuss various factors which influence the selection process.
- v. Write note on sensitivity training.
- vi. Discuss the methods of appraisal.

2 How can organization develop human resource plans, when there are many rapidly changing environmental factors over which manager have little or no control. **20**

OR

2 Explain the internal sources and external sources of recruitment. **20**

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China Marit Iyang's possible compensation as an expatriate manager in Bangalore is calculated using the balance sheet approach and considering the COLA index. In contrast, the salary of a local sales manager with comparable qualifications is evaluated with an empirical self-made survey. While Iyang's compensation consisting of a base salary, cost of living allowance, overseas service premium, hardship allowance, and housing allowance would add up to EUR 129,312, the total annual costs for a local sales manager would not exceed EUR 15,000. Thus, the labor costs for Iyang are significantly higher, but the company would benefit from her local background as well as from her working experience in the headquarter of Tamiflex. Marit Iyang should definitely be assigned as the head of the sales department in Bangalore, India.

Masters Abstracts International, 1996
Personnel Management Abstracts, 2000
HRM Sinikka Vanhala, Merja Kolehmainen, 2006
The Athenaeum, 1880
DE Research Papers, 1991
International Journal of Business Performance Management, 2002

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