



- Q. 4. Answer in detail (Any Two) (20)**
1. Elaborate the role of HR manager.
  2. What are the various factors influencing Employee Remuneration?
  3. Explain Performance appraisal in detail.

- Q. 5. Case study (Any One) (15)**

1. **Case Study No 12**

Mr Mehta has just taken over an auto plant that has been in turmoil for several years. There were allegations by workers who thought that management was just a bunch of old fashioned slave drivers who did not care for anything but their productivity and profits. Hearing this, Mr Mehta immediately after a week of his joining called a meeting with the union leaders who were pressing hard to go on a strike if the attitude of the management did not change.

After a long drawn discussion which continued for several days Mr Mehta was able to convince the union leaders and workers that, all efforts will be made to not to treat the workers merely as a production tool and that it will be his responsibility to look into the matter. He also promised after consulting the manager and his colleagues that there will be open house sessions quarterly and where the workers and the employees will be given a chance to express themselves.

But in-turn negotiated with the union leaders that they will not drive the workers towards strike or any other and any sort of job disruption. The workers also promised to maintain the level of production at high level.

- i. What is the managerial style used in this case?
  - ii. Is there any other way to handle the case?
  - iii. Give a suitable title for the case.
2. In an attempt to control costs and gain workforce flexibility, Combigold Ltd has begun using increasing numbers of temporary workers to fill jobs especially those of a seasonal or special in nature. Several workers now hold temporary jobs in Combigold Ltd, and many of these people are seeking full time positions as their present jobs may last only a few weeks or months. Apart from that, these temporary workers are referred to as 'The Temp' by the employers, which makes them feel isolated and insecure.
- i) How to motivate these temporary workers? Suggest any 3 measures to motivate them.
  - ii) What will be the possible consequences where permanent workers are calling temporary workers as "The Temp"?
  - iii) Suggest a suitable title to this case.