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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY- 2024
SEMESTER - II
Sub.: Human Resource Management (MBA203)

Date : 24/05/2024

Total Marks : 60

Time: 2.00pm to 4.30pm

- Instructions:** 1) All questions are compulsory.
2) Figures to the right indicate full marks.

Q. 1. Write Short notes on (Any Three) (15)

1. Human Resource Planning
2. Features of HRM
3. 360 degree Appraisal
4. Job Enrichment
5. Voluntary Retirement Scheme

Q. 2. Answer in detail (Any One) (10)

1. What are the components and stages involved in the recruitment process within organizations, and how do they contribute to successful talent acquisition?
2. Why is conducting reference checks considered a crucial step in the selection process, and what benefits does it offer to organizations?

Q. 3. Answer in detail (Any One) (10)

1. What is recruitment, and what is the significance of implementing an effective recruitment process within organizations?
2. What are the benefits and drawbacks associated with implementing job enrichment strategies in the workplace?

Q. 4. Answer in detail (Any One) (10)

1. What are common mistakes or pitfalls that can occur during the performance appraisal process?
2. Explain the concept of human resource planning and its application across various organizational levels.

Q. 5. Case study (15)

At GlobalTech Inc., the HR department embarks on a human resource planning initiative aimed at addressing the company's projected talent needs for expansion into new international markets. The HR team conducts extensive workforce analysis, identifies key skill gaps, and develops recruitment and training strategies to ensure the company has the necessary talent to support its global growth objectives.

However, despite their efforts, GlobalTech Inc. encounters significant challenges with its human resource planning. As the company expands into new markets, it becomes evident that the HR department underestimated the cultural and regulatory differences in these regions. This oversight leads to difficulties in recruiting and retaining local talent, navigating complex employment laws, and fostering a cohesive organizational culture across diverse geographic locations.

Furthermore, the HR department's focus on external talent acquisition results in neglecting the development and retention of existing employees. As a result, key employees feel undervalued and overlooked, leading to increased turnover and decreased morale within the organization.

The failure of the human resource planning initiative highlights the importance of considering both internal and external factors when developing HR strategies for multinational companies. Moving forward, GlobalTech Inc. recognizes the need to enhance its human resource planning processes by incorporating a more comprehensive understanding of the cultural, legal, and organizational dynamics across its global footprint.

Question

- 1) How did the HR department identify talent needs and skill gaps for the company's expansion into new international markets?
 - 2) What were the consequences of the HR department's focus on external talent acquisition for existing employees within the organization?
 - 3) How can GlobalTech Inc. ensure that its HR planning efforts consider both internal and external factors to support the company's growth and success in diverse international markets?
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