



SIDDHARTH GROUP OF INSTITUTIONS :: PUTTUR
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QUESTION BANK (DESCRIPTIVE)

Subject with Code : 18MB9008

Course & Branch: I-MBA & II-Sem

Regulation: R18

UNIT - I

1. Define Human Resource Management. Describe the major components of HRM.
2. Explain the importance of HRM in present day context.
3. Define 'Human Resource Management' and trace its evolution. Elaborate critically the challenges associated with HRM in India.
4. Explain the objectives and supporting functions of HRM with suitable examples.
5. Throw a light on future of the Human Resource Management function in India.
6. Examine the concept of Human Resource Management. Also discuss its features.
7. What are the principles of Human Resource Management?
8. What are the policies of Human Resource Management? Explain the benefits of those to the Organisation.
9. What are the strategies of Human Resource Management?
10. How Human Resource Management is different from Personnel Management?

UNIT II

1. Explain various steps in the HRP process.
2. What do you understand by HRP? Explain its objectives.
3. What are the factors influence the Human Resource Planning?
4. Explain the following terms:
 - a) Job Design b) Job Enlargement c) Job Rotation d) Job Enrichment
5. Explain the recruitment process.
6. What is selection? What is the importance of it?
7. Explain the following terms:
 - a) Placement b) Induction c) Transfer & Promotion d) Separation
8. What are the different components of Job Analysis?
9. Discuss the process involved in Selection. How does it differ from recruitment? Briefly explain the methods of Selection.
10. Discuss the methods and techniques of Recruitment.

UNIT III

1. What do you mean by compensation? What are the basic objectives of Compensation Management?
2. Discuss the steps involved in compensation management process?
3. What are the factors influences Compensation Management?
4. What are the different forms of employee compensation for Executive?
5. What are the different forms of employee compensation for Non-executives?
6. What are the components of Compensation Management?
7. What are the non-monetary forms of compensation?
8. How employee compensation will be determined?
9. Distinguish between Wage and Salary.
10. What are the external factors influence compensation Management?

UNIT IV

1. Explain the concept of performance appraisal and its objectives.
2. Briefly discuss the methods of performance appraisal.
3. What is career planning? Discuss its needs, purpose and objectives in today rapidly changing environment. Justify your opinion with suitable examples.
4. Elucidate the process of performance appraisal.
5. What is employee training? Explain the important techniques of training.
6. Explain different methods of training the employees.
7. Distinguish between Training and Development.
8. Explain the objectives and steps in the process of Management Development.
9. What are the life and career stages? How do the organizations plan for the career of employees based on the career stages?
10. Briefly discuss the framework for the HRD process.

UNIT V

1. Discuss the causes and effects of grievance. Outline the features of a grievance procedure and the steps involved in it.
2. Describe the practices adopted to improve quality of work life.
3. Explain the concept of Productivity in context of HRM.
4. What are the essentials of work life?
5. What is Industrial Relations? Explain its objectives.
6. Explain about Kaizen.
7. What do you mean by quality circle? Explain its objectives.
8. What is Total Quality Management?
9. What is Outsourcing? When companies outsource the employees?
10. What is Quality of Work life?

HRM CASE -1

Navin AGM materials, is fuming and fretting. He bumped into Kiran, GM Materials, threw the resignation letter on his table, shouted and walked out of the room swiftly. Navin has reason for his sudden outburst. He has been driven to the wall. Perhaps details of the story will tell the reasons for Navin's bile and why he put in his papers, barely four months after he took up his assignment.

The year was 2005 when Navin quit the prestigious Sail plant at Mumbai. As a manager material Navin enjoyed the power. He could even place an order for materials worth Rs 25 lakh. He needed nobody's prior approval. Navin joined a pulp making plant located at Pune as AGM Materials. The plant is owned by a prestigious business house in India. Obviously perks, designation and reputation of the conglomerate lured Navin away from the public sector. When he joined the pulp making company, little did Navin realize that he needed prior approval to place an order for materials worth Rs 12 lakhs? He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order material arrived, were received, accepted and used up in the plant. Trouble started when the bill for Rs 12 lakh came from vendor. The accounts department withheld payment for the reason that the bill was not endorsed by Kiran. Kiran refused to sign the bill as his approval was not taken by Navin before placing the order. Navin felt fumigated and cheated. A brief encounter with Kiran only aggravated the problem. Navin was curtly told that he should have known company rules before venturing. Navin decided to quit the company.

Q1) Does the company have an orientation programmer?

Q2) If yes how effective is it? It is not as effective, as it should be.

Q3) How is formal Orientation programmer conducted?

HRM CASE -2

A policy is a plan of action. It is a statement of intention committing the management to a general course of action. When the management drafts a policy statement to cover some features of its personnel programmes, the statement may often contain an expression of philosophy and principle as well. Although it is perfectly legitimate for an organization to include its philosophy, principles and policy in one policy expression

Q1) Why organizations adopt personnel policies explain the benefits?

Q2) What are the sources and content of personnel policies?

Q3) Explain few personnel policies?

HRM CASE -3

Recruitment is understood as the process of searching for and obtaining applicants for jobs, from among whom the rights people can be selected. Theoretically, recruitment process is said to end with

the receipt of applications, in practice the activity extends to the screening of applications so as to eliminate those who are not qualified for the job

Recruitment refers to the process of receipt of applications from job seekers. In reality, the term is used to describe the entire process of employee hiring. These are recruitment boards for railways, banks and other organization

Q1) Explain in detail the general purpose of recruitment?

Q2) Explain factors governing Recruitment?

Q3) Explain the Recruitment process with diagram?

HRM CASE -4

Bitter it may taste, shrill it may sound, and sleepless nights it may cause, but it is true. In a major shakeup Airbus. The European aircraft manufacturer has thrown a big shock to its employees. Before coming to the details of the Shock, a peep into the company's resume.

Name Airbus
 Created 1970
 President CEO : Vijay
 Employees 57000
 Turnover 26 Billion (Euro)
 Total Aircraft sold (Feb 2007) 7187
 Delivered 4598
 Headquarters Paris (France)
 Facilities 16
 Rival Boeing

Airbus announced on February 27, 2007 that it would shed 10,000 jobs across four European countries and sell six of its unit. N the same day the helpless workers did what was expected of them. Downed tools and staged protests. The Protesting workers at Airbus's factory at Meaulte, northern France, were seen picketing outside the factory gate after holding up production a day earlier. To be fair to Airbus, its management entered talks with unions before the job loss and sale was formally announced. But the talks did not mollify the agitated workers

Job hiring of units are a part of Power and restructuring plan unleashed by Airbus to save itself from increasing loss of its ground to the arch rival, Boeing Co. Airbus Power & Strategy was first mooted in October 2006 but sparked a split between France & Germany over the distribution of job losses and the placement of future ones. Later the two countries agreed to share both job losses and new technology. The power and plan, if finalized, would mean a 3 per cent reduction to Airbus's 55000 employee strength.

Q1) Why should Power and focus on shedding jobs to save on cost?

Q2) Are there no alternative strategies?

Q3) Will the proposed shedding of jobs and scale of six units help airbus survive the intense competition from Boeing?

Q4) Comment on the whole issue?

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