

Seat No. : _____

AB-164

April-2019

4th Year M.BA. Integrated, Sem.-VIII

Human Resource Development

Time : 2:30 Hours]

[Max. Marks : 70

1. Organizational transformation comprises of – “focusing on the customer, teaming and supporting non-hierarchical and informal structures; visionary leadership and change in language and style.” – Discuss the four given elements. 14

OR

Write short notes on : 14

- (1) Task environment
- (2) Boundary spanning process
- (3) Organizational performance
- (4) International environment

2. (a) Explain the concepts of Job specification and Job evaluation. 7
- (b) Write short notes on : 7
- (i) Credential verification and reference checking
 - (ii) Making an offer

OR

- (a) Discuss various types of tests used in selection process. 7
- (b) Explain various products of job analysis. 7

3. Attempt any **Two** : 14
- (a) XYZ Company wishes to appraise the performance of employees for the current year 2018-19. So develop the format of Annual performance appraisal report.
 - (b) As an HRD manager how would you identify training need for the employees in the organization ?
 - (c) Enlist and discuss different methods of evaluation of training programmes followed in the organization.

4. Attempt any **Two** : **14**
- (a) Write a note on reward system prevailing in India.
 - (b) “Wage determination apart from the statutory aspect is influenced by different theories”. Discuss the statement.
 - (c) Enlist and discuss the statutory social security benefits applicable in India.
5. (a) Define the term Collective bargaining. Explain in detail the stages involved in the process of collective bargaining. **7**
- (b) Explain the different types of punishment resulting from various types of misconduct done by the employees in the organization. **7**
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