

LF-136

April-2014

T.Y. M.B.A. (KS) (Integrated) Human Resource Management-2 (HR)

Time : 3 Hours]

[Max. Marks : 100

1. (a) What is organizational change ? Explain the types of change. **5**
(b) Explain the following : **5**
(i) Semantic barriers
(ii) Transformational leadership
(iii) Trait theory of leadership
(iv) Valence* instrumentality* expectancy = motivation
(v) Self-actualization needs
(c) Explain Porter & Lawler model of expectancy theory and also explain Tannenbaum & Schmidt contingency model in leadership. **10**

2. (a) "HRD is an enabler for the employees to acquire technical, managerial, behavioural skill and knowledge." Explain. **5**

OR

Explain the purpose of HR records and give some examples of different types of records used by companies for the employees or organization.

- (b) Define HR research. Explain its need and process. **10**
(c) Provide formula's for the following ratios used in HRM in an organization : **5**
(i) Cost of training & development per employee
(ii) Average salary per employee
(iii) Cost of recruitment per employee
(iv) Cost of fringe benefits per employee
(v) Asset per employee

3. (a) Define Industrial Health. Explain the significance of industrial health. **10**
(b) What is Internal Mobility ? Explain different types of internal mobility. **10**

OR

- (a) Explain occupational hazards and what are the statutory provisions under the Factories Act, 1948 ?
(b) What is Transfer ? Explain the reasons for transfers.

4. (a) Discuss the steps in constructing behaviourally anchored rating scale. Explain paired comparison and forced distribution method in performance appraisal. **10**
- (b) Explain the following career management models : **10**
- (i) Donald's values – Interest – Talent model
 - (ii) Holland vocational preference model
 - (iii) Edward strong's inventory model
 - (iv) Greenhaus career development model
 - (v) Protean/variable career model

OR

- (a) Define Managerial appraisal developed by Harold Koontz. Explain post appraisal interview process.
- (b) What are the life and career stages ? How do the organizations plan for the career of employees based on the career stages ?
5. Answer the following questions : (any **two**) **20**
- (1) What is E-HRM ? Discuss aspects of E-HRM in detail.
 - (2) What do you understand by employer's brand and discuss the importance of employer's brand.
 - (3) Discuss in detail about competency mapping.
