

Nirma University

Institute of Management

Trimester End Examination (IR), October 2020

Master of Business Administration (HRM), Trimester-I

Course Code & Title: MHR4CCHR01, Human Resource Management

Roll / Exam No.

Supervisor's initial
with date

Time: 3 Hours

Max. Marks : 100

Instructions:

1. Attempt all questions.
2. Figures to right indicate full marks.
3. Draw neat sketches wherever necessary.

- Q-1. Respond to the following questions. [30]
- [A] Explain the strategic dimension of role analysis in Human Resource Management. (15 marks)
- [B] Compare and contrast modern methods of performance appraisal with traditional methods (15 marks)
- Limit your response to 3 sides of the answer sheet for each response (total 6 to 8 sides)**
- Q-2. Respond to the following questions based on the enclosed article "Internal Mobility is reshaping the future of recruitment" [30]
- (A) What are the specific advantages to an organization and its employees of internal recruitment (exploring internal talent pool) (15 marks).
- (B) How can HRM systems be integrated to make this initiative effective? (15 marks)
- Limit your response to three sides of the answer sheet for each response (total 6-8 sides)**
- Q 3 You are working for an investment broking firm as a Branch Head. A new branch of your firm will start next month in a tier two city of Madhya Pradesh. You have been assigned the task of recruiting staff for the office. The following staff is required for the office: (20)
- Customer Support Team: 3 members. They will be required to service customer accounts as instructed, brief customers about various investment schemes and complete necessary documentation for investments being made by customers. Minimum qualification required is a graduate degree in commerce. The working hours are likely to be long.
- Tele-callers: 1 member

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- Chapter Summary:** A summary of each chapter is presented at the end so that the student can recollect and remember key points discussed.
- Indian Flavour:** Though many examples from global marketplaces have been used, the book does not lose touch with Indian ways of doing things. There is scrupulous adherence to the

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