SRIPURAM INSTITUTE OF MANAGEMENT LIBRARY MBA

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Reg. No.

II Semester M.B.A. (Day and Evening) Degree Examination, December - 2023

MANAGEMENT

Managing Human Resources

(CBCS Scheme)

Paper : 2.3

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any Five of the following questions. Each question carries 5 marks.

(5×5=25)

1. What is the role of HR planning in an organization?
2. What are the major determinants that influence an organization's compensation strategy?
3. Outline the key steps in the selection process. Briefly describe the significance of each step in ensuring that the right candidates are chosen for a job.
4. Define the concept of Competency Mapping. Identify and explain the different types of competencies that can be mapped in an organization.
5. Explain the different job evaluation methods organizations use to determine pay scales.
6. Explain the importance of Grievance procedure in addressing workplace conflicts.
7. What are the key factors organizations should consider when selecting employees for international assignments.

SECTION - B

Answer any Three of the following questions. Each question carries 10 marks.

(3×10=30)

8. Explain the significance of HR metrics and Human Resource Information Systems(HRIS) in HRM.
9. Discuss the challenges associated with managing attrition in the modern workplace.
10. How will the evolving business landscape shape the role and responsibilities of HR professionals on a global scale?
11. Discuss the implications of learning theories on the design and delivery of training programs.

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SECTION - C

12. CASE STUDY : (Compulsory question) (1×15=15)

Surya International Corporation implemented a new performance management system six months ago. The system includes quarterly performance reviews and goal setting. However, several issues have arisen. Many employees compalin that the new system is time-consuming and bureaucratic, taking them away from their core tasks. Managers struggle to provide effective feedback and set clear performance expectations for their teams. There's a lack of alignment between individual goals and company objectives, Employees perceive that the system is biased and does not recognize their individual contributions accurately. The company has seen an increase in voluntary turnover, especially among high-performing employees who claim they are dissatisfied with the performance management process. The HR department is tasked with addressing these issues.

Questions:

a) What are the common challenges faced by employees in the organization regarding the new performance management system?

b) What impact has the performance management system on employee turnover?

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