

Seat Number of Candidate: _____

Savitribai Phule Pune University,

Department of Management Sciences (PUMBA)

MBA, Trimester – 2, External Assessment Examination, February, 2017

Subject Code: 205

Name of Subject: Human Resource Management

Marks: 50

Time: 2.5 Hrs

Section 1 (30 Marks)

Instructions for students – Attempt all questions. Each is worth 10 marks

Q.1. Design a customized SOP for the Recruitment to recruit 5 sales boys in the men's designer wear section. Also mention in each selection filter as to which parameters will be checked by HR and why?

Q.2. Design a assumptive and ACCEPTABLE CTC for the amount of 3 lakhs. Also mention the subsets of Salaries. The weightage for the respective components are:

Fixed Component:43%

Deffered:4%

Merit pay :29%

Yearly allowances:3%

Fringe Benefits in cash:12%

Fringe benefits in Kind: 9%

Q.3. What are the Cost effective HR Strategies to manage the internal Deficit in the Organisation every year?

Section 2 (20 Marks)

Instructions for students – Attempt any two questions from Q1-4. Each is worth 10 marks

Q1. 'Success of an organization is (totally / partially / Not) dependent on effective management of Human Resources.' Choose any one of the given options and give your detailed opinion giving relevant examples.

Q2. What is manpower planning? Draw the flowchart of this process and highlight the importance of manpower planning.

Q3. Explain how competency, commitment and organization culture are critical factors for Human resource Development.

Q4. Write short notes on any two

- Benefits of using internal sources for manpower planning
 - Objectives of Human Resource Development
 - Role of HR Manager
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