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**MBAH 451**

**II Semester M.B.A. Degree Examination, October/November 2022**  
**(Regular and Repeater)**  
**BUSINESS ADMINISTRATION**  
**Human Resource Management**

Time : 3 Hours

Max. Marks : 70

**SECTION – A**  
**(Compulsory)**

Answer to the question should **not** exceed **6** pages.

**(1×15=15)**

1. What is the role of training in organizations ? Explain the process of training and development.

**SECTION – B**

Answer **any five** questions. **Each** question carries **8** marks. Answer to the question should **not** exceed **5** pages. **(5×8=40)**

2. Explain the Harvard Model of HRM.
3. Differentiate between Recruitment and Selection.
4. What is Job Analysis ? Explain the process of Job Analysis.
5. Bring out the difference between Performance Appraisal and Performance Management.
6. What is E-Learning ? Explain the Importance of – Learning in the present Environment.
7. What is the future of trade unionism in India? Discuss.
8. Define SHRM. What is the importance of SHRM in IT Industry ?

P.T.O.



SECTION – C  
(Compulsory)

Answer to this question should **not** exceed **6** pages.

(1×15=15)

9. (Case Study)

Digi-Heights Pvt. Ltd. is an Indian organization involved in distribution of electronic gadgets like Smartphones, I Pods, Coolers and Air Conditions etc. Now the company wants to open up its branch in the international market. For that they have chosen seven candidates to be transferred to new branch. As these seven candidates have been chosen, they need to be trained properly. The new branch will be opened in Berlin. To have a good business, it is mandatory for the candidates to be well versed with the local language. For this reason the company is trying to keep a training program for candidates, so that they can learn the local language "German".

Answer the Following questions :

- a) What is the need of training in the above situation ?
- b) What appraisal system did the company might have followed to filter the seven candidates ?
- c) Along with language training, what all other training is required ?
- d) As a HR manager formulate a training process for the seven candidates.
- e) Develop a T& D Department for generating such training programs in the coming future.