

BACHELOR OF VOCATION
BPM and Analytics
Subject: People Management
Subject Code: GBGE-104
Semester: Second
October 2020
Theory (External): 70 Marks
Time: 03 Hours

INSTRUCTIONS TO THE STUDENTS

1. Read the questions carefully and write the answers in the answer sheets.
2. Wherever necessary, the diagram drawn should be neat and properly labelled.
3. This questions paper comprises of 8 questions out of which student need to attempt any 4 questions.
4. All questions carry equal marks.
5. The time allotted will be 3 hours for examinations including time of downloading of question paper to emailing of answer books to the concerned Dean/IC.

ESSAY TYPE QUESTIONS

1. “Human Resource management involves all management decision and practices that directly affect of influence the people who work for Organisation” Discuss?
2. Describe the various steps in conducting HRD?
3. Describe the ethical dilemmas involved in HRM. How to overcome the ethical dilemmas?
4. What is training Programme? Discuss some important methods of training and development.
5. What are the uses of conducting Job analysis? How is job analysis conducted in the first place?
6. Distinguish between job evaluation and performance appraisal. Why is job evaluation not conducted as regularly as performance appraisal?
7. What are the principles of Wage and Salary Administration? Explain various types of factors which are affecting employee’s compensation plan.
8. **Case Application**

Sony components limited manufacture a wide range of automotive components. It has a work force of 1500 including 250 supervisors and executives. Performance appraisal of these supervisors and executives in conducted by their respective supervisors annually. The parameters used for performance appraisal are sense of responsibility, superior’s dependability on subordinates, initiatives, regularity and punctuality, community activity and potential for development to take

higher positions. All these factors are given equal weightage. The performance appraisal has three objectives: to grant annual increment, to determine promotability and to access training needs.

In 2004-05, some supervisors and executives were not given any increment because as per performance appraisal, their total scores were below standards.

The overall score was due to community activity and potential for development which were given equal weightage along with their factors. On the stoppage of the annual increment, the aggrieved supervisors and executives represented their case to the MD of the company and contented that the entire performance appraisal system was faulty. They were very much against the inclusion of community activity and potential for development in the performance appraisal meant for given pay raise. They argued that all aggrieved supervisors and executives should be given regular annual increments and time bound promotions.

The system would be more objective fair and free from endure biases.

Questions:

- 1) As HR Manager, how will you defend the existing performance appraisal system of the company? Would you like to incorporate change? If yes, what would be these changes?
- 2) What actions should be taken to the representation made by the aggrieved supervisors and executives?

*****END OF PAPER*****