

P P SAVANI UNIVERSITY

Third semester of B.B.A Examination
November-2022

SMBA2140 Essentials of Human Resource Management for Entrepreneurs

23.11.2022, Wednesday

Time: 09:00 a.m. to 11:30 a.m.

Maximum Marks: 60

Instructions:

1. The question paper comprises of two sections.
2. Section I and II must be attempted in same answer sheets.
3. Make suitable assumptions and draw neat figures wherever required.
4. Use of scientific calculator is allowed.

SECTION - I

Q - 1	MCQ/Short Question (Each carry 1 marks)	[05]	CO	BTL
(i)	Define HRM		1	1
(ii)	Which are two vital elements of Job Analysis? A. Job Description & Specification B. Performance Appraisal C. Recruitment		/2	1
(iii)	Which is not Internal Sources of Candidates? A. Succession Panning B. Collage recruiting C. Job Posting		1	1
(iv)	"Human capital can be defined as a set of knowledge, abilities and _____, used in activities, processes and services that contribute to stimulate economic growth" A. Skills B. Experience C. Gender D. Culture		1	1
(v)	In the twenty-first century, new organizations are emerging where what is the primary production resource is as opposed to capital and labour? A. Creativity B. Innovation C. Knowledge D. Technology		2	1
Q - 2 (a)	Describe the functions of human Resource Management with relevant of Industry 4.0?	[05]	1	1
Q - 2 (b)	Why Human Resource is Called as Strategic Partner of an Organization. Explain the Statement with Roles and Responsibilities of HR Department.	[05]	1	2,4
OR				
Q - 2 (a)	What is HRM? Significance of HRM and What are the competencies or skill set been required in Industry 4.0?	[05]	1	4
Q - 2 (b)	Why Background information is one of the vital steps in selection process? Evaluate the statement.	[05]	2	4
Q-3	Swastik, the HR head of "ABG Tech Solutions Ltd" assigned the task of design Orientation program of One week for ten employees. Keeping this context in mind, answers the question by apply the theory of Orientation Program.	[05]	2	3,5

OR

- Q - 3 What is Job Analysis? Explain application of Job Analysis in Organization. [05] 2 4
Take an example of VP HR of Manufacturing Company and write Job Description and Specification.
- Q - 4 Write a short note (Any two) [10] 1,2 1,2
1. Explain Content & Criterion validity
 2. Methods for collecting data in Job Analysis
 3. Method of forecasting personnel need

SECTION - II

- Q - 1 Answer the Following: (Any Five) (Each carry 1 marks) [05]
- (i) Define Global HRM 3 1,2
 - (ii) Full form of KPI & KRA in HR Scorecard 3 1,2
 - (iii) Define expatriate and repatriates 2/ 1,2
 - (iv) Job Enrichment 2 1,2
 - (v) Job Enlargement 2 1,2
 - (vi) Define Performance Management 3 1,2
 - (vii) Purpose of Orientation 2 1,2
- Q - 2 (a) Explain terms Performance Appraisal and Performance Management. Why Performance Management is important as strategic function of HRM? Evaluate the statement. [05] 2,3 3,4
- Q - 2 (b) Briefly explain Global staffing policy or approaches. Assume an example and apply the concept. [05] 3 2,3,5

OR

- Q - 2 (a) Explain in details any two methods of Performance appraisal. What are the error while doing appraisal and why it should be avoided? [05] 2 2,3
- Q - 2 (b) What is the role of HRM in Internationalization of Business? Explain with an example. [05] 3 2,3,5
- Q - 3 Write short note (Any one) [10]
- (i) Difference between Traditional HRM and Strategic HRM 3 1,2
 - (ii) Orientation Process 2 1,2
- Q - 4 Solve the case study [05] 1,2,3 3,4,5,6
- Harsha and Franklin both of them are postgraduates in management under different streams from the same B-School. Both of them are close to each other from the college days itself and the same friendship is continuing in the organization too as they are placed in the same company, Hy-tech technology solutions. Harsha placed in the HR department as employee counsellor and Franklin in the finance department as a key finance executive. As per the grade is concerned both are at the same level but when responsibility is concerned Franklin is holding more responsibility being in core finance.

By nature, Harsha is friendly in nature and ready to help the needy. Franklin is silent in nature ready to help if approached personally and always a bit egoistic in nature. They have successfully completed 4 years in the organization. And management is very much satisfied with both of them

as they are equally talented and constant performers.

Harsha felt that now a day's Franklin is not like as he used to be in the past. She noticed some behavioural changes with him. During general conversations, she feels that Franklin is taunting her that she is famous among the employees in the organization, on the other hand, he is not even recognized by fellow employees.

One morning Mr. Mehta General Manager Hy-tech technology solutions shocked while going through the mail received from Franklin about his resignation. Mr. Mehta called Harsha immediately and discussed the same as she is close to Franklin. By hearing the news Harsha got stunned and said that she does not know this before she also revealed her current experience with him. Mr. Mehta who does not want to lose both of them promised her that he will handle this and he won't allow Franklin to resign.

In the afternoon Mr. Mehta took Franklin to Canteen to make him comfortable after some general discussion he starts on the issue. Franklin, after some hesitation, opened his thinking in front of Mr. Mehta. The problem of Franklin is

- 1) when he comes alone to canteen the people from others don't even recognize him but if he accompanied by Harsha he gets well treated by others.
- 2) one day Both of them entered the company together the security in the gate wished them but the next day when he came alone the same security did not do so.
- 3) Even in meetings held in the office, the points raised by Harsha will get more value so many times he keeps silent in the meeting.

It happens to Franklin that he has to face such degradation in each day of work which totally disturbs him. Franklin also questioned that " Harsha and myself have the same qualification, from the same institute, passed out in the same year both with first class. We have the same number of experiences in this organization. Moreover, the responsibilities with me are more valuable than those of Harsha. After all these things if I am been ignored or unrecognized by the fellow employees my ego does not allow me to continue here".

By listening to this statement Mr. Mehta felt that it is not going to be very difficult to stop his resignation. Mr. Mehta explained Franklin the reasons for such partial behaviour of the employees. After listening to Mr. Mehta Franklin said sorry for his reaction and ready to take back his resignation. And he called Harsha and spoke with like before

Question: Find the reason that Mr. Mehta would have given to Franklin.

CO : Course Outcome Number

BTL : Blooms Taxonomy Level

Level of Bloom's Revised Taxonomy in Assessment

1: Remember	2: Understand	3: Apply
4: Analyze	5: Evaluate	6: Create