

Code No: MB1922/19

**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY-GURUJADA
VIZIANAGARAM**

**MBAII Semester Regular & Supplementary Examinations, June-2025
Human Resource Management**

Time: 3 Hours

Max. Marks: 75

*Answer any FIVE Questions, One from Each Unit
Question No.11 is Compulsory*

UNIT-I

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|----|---|--|-----|
| 1. | a | Explicate the evolution of HRM & HR policies in detail | 7 M |
| | b | Elucidate the emerging trends in HRM | 5 M |

OR

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| 2. | a | Expound HR strategy with organizational strategy | 6 M |
| | b | Illuminate global perspective challenges | 6 M |

UNIT-II

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| 3. | a | Elucidate Training and Development – Methods and techniques | 6 M |
| | b | Explicate Recruitment and Selection | 6 M |

OR

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| 4. | a | Illustrate Sources of recruitment - Tests and Interview Techniques | 7 M |
| | b | Explicate the HRD concepts | 5 M |

UNIT-III

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| 5. | a | Illuminate Incentives rewards compensation mechanisms. | 6 M |
| | b | Illustrate Latest trends in performance appraisal | 6 M |

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| 6. | a | Explicate Current Trends in Compensation | 5 M |
| | b | Illustrate Performance Appraisal Traditional and Modern methods | 7 M |

UNIT-IV

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| 7. | a | Illuminate statutory and non-statutory welfare measures | 7 M |
| | b | In detail Explicate Wage Structure | 5 M |

OR

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| 8. | a | Portray the Welfare management in detail | 6 M |
| | b | Depict the Wage and Salary Policies | 6 M |

UNIT-V

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| 9. | a | Define Trade Unions and its types | 6 M |
| | b | Explicate Grievances and disputes resolution mechanisms | 6 M |

OR

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| 10. | a | Depict the Employee Participation Schemes | 6 M |
| | b | Expound Industrial Relations nature and importance | 6 M |

CASE STUDY

- 11 "Tech Flow Solutions, a rapidly growing software company, is facing challenges with its compensation structure. While they initially offered competitive salaries, they haven't kept pace with the market, leading to employee dissatisfaction and increased turnover. The company's traditional performance appraisal system, focused solely on individual output, isn't helping either. Employees feel it doesn't reflect their collaborative efforts or long-term contributions. To make matters more complex, a unionization movement is gaining traction, with employees demanding better pay, benefits, and a fairer appraisal process. Tech Flow's HR team is now tasked with developing a new compensation strategy, modernizing the performance appraisal system, and addressing the union's concerns – all while ensuring the company's continued growth and profitability." 15M

Questions

- 1) What specific HR strategies could Tech Flow Solutions implement to address employee dissatisfaction and reduce turnover?
- 2) How can Tech Flow modernize its performance appraisal system to better reflect collaborative efforts and long-term contributions?
- 3) What steps should Tech Flow take to address the unionization movement and negotiate with the employees' union?