



# GL BAJAJ

Institute of Management & Research

Approved by A.I.C.T.E., Ministry of HRD, Govt. of India

Roll No.....

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.)–201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2020 -22)

**MID TERM EXAMINATIONS (TERM -III)**

**Academic Session- 2020-21**

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Subject Name : **Human Resource Management**

Time: 01.30 hrs

Sub. Code: (Code: PG17)

Max Marks: 20

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**Note:**

- 1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.**

**SECTION – A04+04 = 08 Marks**

Q. 1: Case Study:

Changes, Changes

Jennifer, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30percent. However, five of the ten workers are expected to retire within three years. These workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages.

In addition to these changes, Jennifer believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Jennifer has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation.

Jennifer shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn't sure if this would be a good choice.

Jennifer schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented.

(A) Point out which changes are occurring in the business that affect HRM. What are some considerations the company and HR should be aware of when making strategic changes related to this case study?

(B)How would you implement the framework of strategic HRM for implementing changes? (CO1)

**SECTION – B**

**02×03 = 06 Marks**

Q. 2: Describe innovative sources for recruiting a RJ for a radio channel. (CO3)

Q. 3: Create a selection process for an Executive Chef in a multi-cuisine restaurant. (CO3)

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Q. 4: For a newly launched retail outlet of a well known company (Projected sales volume= Rs. 50,000 per day) how will you implant the HRP process using trend analysis to come up with department wise staff requirement?

**SECTION – C**

**03×02 = 06 Marks**

Q.5.Economic Times a decade back carried this article –

**“HR today, what tomorrow?” N Peri Sastry, Jul 28, 2011**

Human resource management is undergoing a massive transformation that will change career paths in as-yet uncertain ways. Employers are placing greater emphasis on business acumen and are automating and outsourcing many administrative functions, which will force HR professionals to demonstrate new skills and compete for new, sometimes unfamiliar roles. Job titles and functions will likely remain in flux for some time, say business leaders, academics, HR consultants and HR professionals. But they feel that some of the standard niches — such as HR generalist and benefits specialist — will become less common and less important, giving way over time to new ones such as HR business analyst.

How far of what ET predicted has come true. Comment. (CO1)

Q. 6. Prepare a detailed Job Description for the post of Management Trainee -R/Marketing /Finance/IT/ Operations (Any one). Invent necessary details. (CO3)

**Mapping of Questions with Course Learning Outcome**

COs	Question Number(s)	Total Marks Allocated to the CO
CO1	Q1, Q5	8+3=11
CO2		
CO3	Q2, Q3, Q4 and Q6	2+2+2+3=9
CO4		
CO5		

**Note:** Font: Times New Roman, Font size: 12.