School of Business
Master of Business Administration MBA Dual Specialization
Mid Term Examination - May 2024

Duration : 90 Minutes
Max Marks : 50

Sem II - D1PK203T - Human Resource Management

General Instructions
Answer to the specific question asked
Draw neat, labelled diagrams wherever necessary
Approved data hand books are allowed subject to verification by the Invigilator

1) Apply the concept of job analysis in the context of human resource management. How can conducting a job analysis help HR managers ensure that job descriptions accurately reflect the duties, responsibilities, and qualifications required for each position within the organization? K3 (6)

2) You have recently been appointed as the HR Manager of a tech startup. Compare and contrast the role of an HR Manager in a startup environment with that in a well-established corporate organization. Identify the specific challenges and opportunities each context presents and propose HR strategies tailored to each setting. K3 (6)

3) "The business environment increasingly forces firms to make human resources a critical source of competitive advantage. Analyse the above statement. K4 (4)

4) Analyze the various methods used for Demand Forecasting in HR Planning? K4 (4)

5) You are an HR Manager in a global IT consultancy firm. Explain how you would apply a system approach to HRM to address the challenges of managing a diverse and geographically dispersed workforce. Analyse the specific system components and how they contribute to effective HR management in this context. K4 (8)

6) You are HR director for a large global company with manufacturing plants in five different countries around the globe. Jobs are quite similar from plant to plant. Does it make sense to use an identical selection process in all the plants? Defend your choice. Why or why not? K5 (10)

7) As part of the recruitment process for a managerial position in the garment manufacturing company, candidates are asked to devise a recruitment strategy to attract skilled workers during peak production periods.

Question 1: You're tasked with developing a recruitment strategy to attract skilled workers during peak production periods. How would you approach this challenge, considering the company's international market fluctuations and the need for a flexible workforce? Outline the key components of your recruitment plan and explain how you would ensure its effectiveness. (6 Marks)

Question 2: Now, suppose the company is expanding its operations into a new market with unique cultural and labor market dynamics. How would you tailor your recruitment strategy to effectively attract and retain talent in this new market while aligning with the company's overall objectives and values? Elaborate the specific insights into the adjustments you would make to address the new market's challenges and opportunities. (6 Marks)

K6 (12)