K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Program: MMM 2018-21, Semester II

Subject: Human Resource Management

Date : 11/04/2019   *Maximum Marks: 25*   *Duration: 2 hours*

Q.1. Read the situation given below and answer the subsequent questions.

Aman Khurana the sales director at Barn Ltd, was looking to hire a sales manager. He got many applications and now was sifting through applications to shortlist candidates and set up interviews. Aman was keen to analyze not only the candidates' technical skills but their personality and communication skills as well. Meanwhile Aman also had to inform Nita Sharma, the HR director, to lay out a training plan for the new manager who will be hired. Nita suggested some off the job training methods that would be useful for someone at the position of a sales manager.

a) Aman had received applications for the position of sales manager. Suggest two methods of selection that Aman can use to select the best candidate for the job. **(3)**

b) There is a shortage that is why hiring is happening at Barn Ltd. Suggest two ways other than hiring that can be used to manage shortage of workforce in an organization. **(2)**

c) Suggest 2 off the job training methods that can be used for a newly hired sales manager.   **(3)**

Q.2. *"Managing middlescence is a critical for organizations."* Referring to the article, *"Managing Middlescence",* explain any three challenges faced by middlescence workforce in an organization. Explain how organizations can deal with these challenges.

<div align="center">OR</div>

"Hiring star performers can be a risky proposition." Referring to the article, *"Risky business of hiring stars"*, explain any three risks of hiring a star performer and how can organizations manage them.
     (5)

Q.3. Write short notes on any <u>three </u>of the following:
(12)

    (i)   Realistic job preview
    (ii)   Assessment centre

(iii)   360 degree appraisal method
(iv)   Job analysis
(v)   Stages of human resource planning