K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Program: PGDM 2018-20 Trim II

Subject: Human Resource Management and Industrial Relations

Part A: Human Resource Management

Date : 14/01/2019   *Maximum Marks: 25 hours*   *Duration: 1.5*

Please attempt both Part A (HRM) and Part B (IR) in separate booklets.

Each Part is for 25 marks.

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

Yash is the recruitment & selection head at Capers Franco Pvt Ltd. He has been with the organization for the past 3 years. He has recently been given the responsibility of campus recruitment, that results in him visiting various MBA colleges across India. He was told by the HR director, Ms. Nitika Khanna, to present a realistic picture of the organization while communicating with the students to ensure long term association with the recruits. He was also directed to hire keeping in mind the equal employment opportunity policy of the organization which ensures hiring people from diverse backgrounds and mindsets. Yash was accompanied with Ms. Neha Sarin, who had joined 6 months ago as a recruitment executive. In order to ensure that Neha learns on the job, she was exposed to various aspects and methods of recruitment at Capers Franco. Once her campus recruitment assignment would be over, she would be evaluated on her yearly performance.

a) When Yash goes to hire, he is advised to use realistic job preview. Give any two advantages of this method.   **(3)**

b) What are the two types of workforce diversity Yash should be keep in mind while hiring to ensure an eclectic mix of people at Capers Franco?   **(2)**

c) What are the two training methods that can be used in this case? Explain.   **(3)**

d) Explain any two individual evaluation methods of performance management that can be used in this case.   **(3)**

Q.2. *"Most companies underestimate the degree to which a star's success depends on the company specific factors."* According to the reading, *"The risky business of hiring stars"*, explain any three drivers of star performance that are specific to the organization.

OR

"Exit interview is still an underused tool by organizations". According to the *reading "Making Exit Interviews Count"* explain any three goals organizations should focus on while designing

an exit interview.   **(5)**

Q.3. Write short notes on <u>any three</u> of the following: **(9)**

a) Stages of human resource planning
b) Two selection methods
c) Two strategies to revitalize middlescents' careers
d) Kirkpatrick's model of training evaluation
e) Job design