

**K J SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
VIDYA NAGAR, VIDYA VIHAR, MUMBAI – 400 077**

PGDM – II TRIM : (2016-18)

Human Resource Management
(End-trimester Examination)

Max. Marks: 25

Duration: 1.5 hours

Date : 04/01/2017

Instructions:

Question 1 and 2 are compulsory

Solve any 1 from question number 3, 4 and 5

Guidelines to prepare the question paper

1. SIMSR wishes to hire a candidate for the position of Librarian. The management would like to conduct a job analysis for the post. Mention any 4 tools that you can follow to conduct the job analysis. Write down a Job Description and Job Specification for the position. Suggest some sources of recruitment that you would consider while filling up the position. (10 marks)
2. Priyam Acharya, the training manager at Vision Biomedical systems. She has been asked to suggest a training policy and design training programs for the project managers at the firm. She has been informed that the training budgets are low and that she should suggest cost effective training methods. What steps would she take up for adopting effective training initiatives? How would she be able to measure the effectiveness of the training at the end of the exercise? What are some of the metrics that she would consider? (10marks)
3. Having been short-listed in preliminary written tests for a position of a Business Development executive at a private firm, Radhika Sharma was called for a selection interview the following day. What kind of interviews is she likely to face the next day? Bring out the characteristics of each interview and discuss the advantages and disadvantages. (5 marks)

4. Performance Management systems are central for all organizations. Discuss some of the modern day methods of Performance management. What are the emerging trends with respect to evaluating and managing performance at the work place? (5 marks)

5. Gemini International is a medium size organization in FMCG sector. Competition has increased in recent time. Sales have declined. There are 270 Sales Executives working with the company. Competitors have been able to lure away few of bright Sales Executives & attrition among Sales Executives is further likely to increase. Morale of Sales force is low.
Mention & suggest some financial & non financial incentives to improve the retention of the Sales Executives. (5 marks)