

CARMEL COLLEGE OF ARTS, SCIENCE, & COMMERCE FOR WOMEN,

NUVEM GOA

SEMESTER END EXAMINATION CBCS EXAMINATION AUGUST 2020

Semester: VI Course Code and Name: PSC 108: Human Resource Management

Total Marks: 30 Date: 03<sup>rd</sup> August, 2020 Duration: 02 Hours Total No. of Pages: 02

Instructions: 1. All questions are compulsory.

2. Figures to the right indicate marks allotted.

Q. I. Answer **any five** from the following in about 150 words: (5X2=10)

1. Why is managing change due to faster information technology important for an organization?
2. One of the first steps in strategic planning entails determining the capabilities of the firm given the constraints of its internal and external environments. Identify and explain this form of strategic planning.
3. Describe and differentiate between job enlargement and job enrichment as two motivational techniques.
4. Compare and contrast between the concepts of centralization and decentralization within an organization.
5. List the steps involved in the process of recruitment.
6. How is performance management different from performance appraisal?
7. Using an example, elucidate on the dimensions of career development.
8. Explain the role of training in the effectiveness of an HRD program or intervention.

Q. II. Answer **any four** from the following in about 350 words: (4X5=20)

1. ViAnna has just arrived from Dubai to Mumbai as she has got promoted as Vice – President at Eco Star International holidays. What are the challenges she may face? How can she adjust effectively?



2. Kyle runs a multi – million Company called KJ Petroleum Private Limited. He decides to donate 10,000 COVID – 19 testing kits to several health centers around the state of Goa as an obligation to his stakeholders. What behavior is the company engaging in? What are other forms of such activities?
3. Jayden has completed his Masters in Clinical Psychology, and has now earned himself a job at SMG University as Assistant Professor (Grade A). He has received his appointment letter and job description. What is a job description? Create a sample job description for Jayden.
4. Calvin has joined PROTOCOL – Goa, a corporate training agency. He is made in – charge of identifying the training needs of their upcoming clients, P & J Private Limited. Elucidate on the various aspects he needs to look at.
5. Consultants Tower Watson offers a workforce planning solution that illustrates how employers manage their overall performance through HRIS. List and explain the steps employed in improving organizations' performance through HRIS.
6. Kyra was doing her internship under Mr. Patil, who was highly knowledgeable and skilled. Mr. Patil used these abilities to gain access to Kyra for sexual purposes.
  - a. Elaborate on the different types of harassment situations.
  - b. What can the consequences of such behaviors be on Kyra?