

SECTION - D

5. Mala was a careful, hard working employee in a private company she has been serving as a book keeper for more than seven year before problems developed with her performance many employees begin as clerks and progressively move up to lead book keeper. As such Mala was responsible for a large. active petty cash fund and was working with dedication and utmost responsibility.

During the spot check by the internal audit of the company her immediate supervisor noticed pencil erasures on expense reports and assumed that employees had been directed by memo to record their expenses ink. Mala's supervisor called her and asked about it after some time mala confessed to temporarily borrowing some money from the petty cash fund. She explained that her child had been in and out of the hospital for a few months and she had exhausted the family resources. She explained that she had to pawn her jewelry to perform some expensive medical tests.

Mala's immediate supervisor discussed it with HR and the HR Manager said any employee who steals should be terminated. The immediate supervisor felt very uncomfortable applying the Manager's principles.

- 1) Analyses the case. 7
2) Whatever decision has taken by HR 7
Manager is correct or wrong? Justify.



AR - 1220

M.B.A. Semester - III

Human Resource Development

P. Pages : 4

Time : Three Hours

Max. Marks : 70

- Notes : 1. Attempt All questions.
2. Figures to the right indicate full marks.

SECTION - A

1. a) "With the global economy and the world becoming a global village, the business enterprises have become extremely cautious of the need for hiring competent human resources and developing core competencies for every organisations. Elaborate this statement and discuss the concept and process, with an examples. 14

OR

- b) How does HRD help managing and facing challenges at organisation. Discuss the role of HRD in developing the changed mindset. 14

SECTION - B

2. a) What is career planning and career development. Explain the various career development actions. 7

- b) ROFFER, HR consultancy, working in the area of HR, there are 20 employees working under one roof. Mr. Mukesh who is executive which is having extra talent. but due to the formal process ROFFER recruit him as a executive, though he was capable of being Manager. Considering his knowledge, what kind of succession planning should made for him. As the existing Manager will retire in next month. **7**

OR

- c) Why do companies prefer outsourcing rather than developing the career of its employee? **7**
- d) RAIMA Pvt, Mumbai where the working employee are not efficient those were hold the position of senior & Middle manager. A concern is that lower level manager always feel frustrated as they cant see any opportunity over there. **7**

As a HR Manager what types of career management activities should undertaken by the company? Justify your answer.

3. a) How the coaching will helpful for the newly recruited employees? **7**
- b) SYS. company is manufacturing agricultural based product. the employee 'X' working there for past 5 years but now decline his performance. You as a HR manager have to prepare counselling session for him. How would you conduct this session. **7**

OR

- c) HRD Audit and Accounting has played an important role. Justify in the light of development of an organization. **7**
- d) Prepared performance Appraisal system for BANKS. As the performance of employee always affect an the organisational Development. **7**

SECTION - C

4. a) List out HRD programs for the different levels of employees and elaborate at least two such types of HRD programmes for executive manager. **7**
- b) What is staffing? Discuss the important point of staffing as the HRD function. **7**

OR

- c) Identify the need of training in an organization. What important purposes served by the training. **7**
- d) What are the different HRD methods available for an organization? Which are the methods do you recommend for white collar employees respectively. **7**