

## MSL 301

### MAJOR

**Course Code: MSL 301**

**Date: 27th & 28th August 2020**

**Maximum marks: 40 Marks**

**Paper Release Time: 3.30 pm on 28th August 2020**

**Submission of Online Answers by : 3.30 pm on 28th August 2020 through Moodle or as PDF file through email.**

### INSTRUCTIONS

- **Question number 1 is compulsory.**
- **Attempt any (TWO) 2 questions in addition to Compulsory question. In all only 3 THREE questions to be attempted.**
- **Write clearly the question number before answering a question – No need to re-write the question on the answer script.**

### QUESTIONS

**Question 1: (Compulsory Question)**

**Marks: 7+7+6**

1. Please read the attached Case study "The Collapse of Nokia's Mobile Phone Business" . Explain in detail, by giving examples, how Organisational Structure, Organisational Culture and Leadership contributed to the collapse of Nokia.
2. Identify the aspects of existing Organisational Structure and Organisational Culture which became hinderance to adapting to the changed scenario.
3. Had you been CEO of the Company at that time what steps you would have taken when faced with the competition iPhone from Apple.

**Attempt any 2 (TWO) questions from the following questions (Max 750 words per question)**

**Question 2: Explain the terms 'KRA' and 'KPI' by giving examples. How can well defined HR Metrics help organisation to achieve their objectives. Explain by giving examples of 5 HR Metrics .(Marks 5+5 )**

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**Question 3:** Why '**Learning and Development**' are so important for Start Ups ? How does it impact Competitive advantage at the growth path of Startup? Explain by Giving Examples **(Marks 10)**

**Question 4:** Write short notes (Max 500 words per Short Note) on any **2 (TWO)** of the following: **(Marks 5\*2)**

- a. Recruitment and Selection
- b. Theories of Motivation
- c. Human Resource Planning