

SML 305

MAJOR

Course Code: SML 305

Date: 24 November 2014

Maximum marks: 35 Marks

Duration: 2 hours

INSTRUCTIONS

- Question number 1 is compulsory. Attempt any (TWO) 2 questions in addition to question number 1. 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: CASE STUDY - 'MADE IN BANGLADESH'

Based on the case- 'Made in Bangladesh' (link circulated earlier) answer following questions.

1. List the labour laws in India which regulate the issues highlighted in the Bangladesh case. Describe relevant provisions. (250 words) (Marks 5)
2. Discuss advantages and Disadvantages of regulation. How can Labour Law reforms enhance competitiveness of Indian Industries without compromising on protection of interest of Workers. Explain by giving examples by quoting from existing Indian Labour laws. (500 words) (Marks 10)

Attempt any 2 (TWO) questions from the following questions (750 word each)

Question 2: What do you understand by 'architect' role of HRM in organizations? Explain by giving examples. How does a company today convert their human resources into competitive advantage? Why does this role become more important in case of M&A? Explain by giving examples. (Marks 10)

Question 3: What is organizational culture? How does it impact performance? What are the pros and cons of Strong Culture? Give examples to elaborate your points. (Marks 10)

Question 4: Explain "Performance Management System (PMS) is the most important lever which can tilt performance of entire organization in the desired direction and intensity". Write KRA/KPIs of Collector of Varanasi. (Marks 5 + 5)

Question 5: What do you understand by Business Ethics? How does it impact Competitive advantage? (Marks 10)

Question 6: Write short notes on any 2 (TWO) of the following: (Marks 5*2)

- a. Human Resource Planning
- b. Knowledge Management
- c. Managing Gender Diversity
- d. International HRM

Handwritten notes: a. du, motivation, Appraisal, motivation

Handwritten notes: TPN KCI HC