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Register Number:

DATE:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**UG – IV SEMESTER**

**SEMESTER EXAMINATION: APRIL 2017**

**BCOE 4117: HUMAN RECOURCE MANAGEMENT**

Time- 1 ½ hrs Max Marks-35

**This paper contains 2printed pages and four parts**

**Section A**

**I. Answer *any five* of the following (1 x 5 = 5 marks)**

1. Define HRM.
2. Write any two internal source of recruitment
3. Give the meaning of job description
4. Abbreviate BARS
5. What is HR Outsourcing?
6. Mention any two components of Compensation
7. Give the meaning of Vestibule Training

**Section B**

**II. Answer *any one* of the following (5 x 1 = 5 marks)**

1. Is Human Resource Management essential in an organization? Explain its objectives.
2. Write a note on various issues in compensation management

**Section C**

**III. Answer *any one* of the following (10 x 1 = 10 marks)**

1. Explain in detail various ways of appraising the employees in a company.
2. Describe the causes of employee’s stress and measures to tackle it.

**Section D**

**III. Compulsory Question (15marks)**

RIN Consultancy Ltd. is a consultancy firm catering to the various needs of business organisation. They are experts in undertaking research, and they provide research data on an ongoing basis. They also provide assistance with respect to project formulation, feasibility study and project implementation. They charge fees for the work undertaken. The fees is calculated on the basis of work undertaken and the duration of the job. The company operates at the international level. They have branches in important Indian cities besides few locations abroad. At the end of June, 2007 the company had employee strength of more than 1400, out of which 400 were permanent employees. The rest worked purely on temporary basis. The structure of basic remuneration is different for permanent employees, and the temporary staff. However all the employees were paid as per the industry standards.

During the review meeting held at the end of June, 2007 the top management was informed about the serious problem faced by the company financially. The Finance Manager explained the core management team about the gap between coast and revenue getting narrowed on monthly basis. The Manager also explained the various contributory factors related to cost and revenue. He was very clear about the revenue side and explained that it would be impossible to alter the fee structure. He said that the company was already working on narrow margin and therefore reducing the fee, in his opinion, was impossible. He further suggested reviewing the pattern of employment. He observed that the cost to company per permanent employee was atleast five to six times over and above the temporary staff. He therefore suggested that the HRD should consider the possibility of reducing the number of permanent employees. After lengthy discussion between various members present about the issues related to this exercise of downsizing, the HRD Manager concluded with a promise to get back to the board within a month about the scheme and methods for implementing the restructure. The meeting ended with a positive note on downsizing the work force.

**Answer the following questions:**

(a) It is right to reduce the number of permanent employees? Give reasons.

(b) What are the effects of downsizing in the long run?

(c) Suggest at least, two schemes for reducing the workforce at Reliable Consultancy Ltd.