

Time: 2 Hours

Max Marks: 50

N.B: 1) All questions are compulsory

2) Figures to the right indicate full marks

Q1) Read the following case carefully & answer the questions given below: (10)

Vallari Enterprises is a well-established business organisation producing wide variety of organic products that surpasses its quality over others dealing in multiple production & manufacturing concerns of betelnuts, coconuts & many more. They not only produce but also sell coconut-based products namely coconut oil, coconut water, coir products etc. However, over the years company faced challenges with employee dissatisfaction & low productivity amongst employees & workers. To overcome this the HR manager decided to redesign the jobs of workers & office staff. It was also found that there was a lack of professional approach in hiring the workers giving a food for thought to incorporate healthy HR practices in a rural organizational set up.

A) Is there a need to redesign the jobs of staff? If yes what are the present challenges faced by Vallari Enterprises. (02)

B) Highlight any two techniques of job design that you will suggest Vallari Enterprises with a valid explanation (03)

C) Is there a need for a Recruitment Policy & Process to be adopted by Vallari Enterprises? As an HR consultant justify your answer with relevant steps to be formulated? (05)

Q.2) Answer the following (Any one) (10)

A) Define Human Resource Management? Outline the importance of HRM in business organisations.

OR

B) What is Human Resource Planning (HRP)? Discuss the benefits & barriers of HRP.

Q.3) Answer the following (Any one)

(10)

✓ A) What is training? State & explain the steps involved in the training process.

OR

B) State & explain the methods of performance appraisal.

Q.4) Answer the following (Any one)

(10)

A) Comment on the safety measures & safety programmes to be initiated by business organisations with relevant examples.

OR

✓ B) Is Work Life Balance essential? Elaborate.

Q.5) Answer the following (Any one)

(10)

A) Outline suggestive HR practices at international level.

OR

✓ B) Elaborate on various strategies in managing Gen Z employees in business organisations.

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