

Jagan Institute of Management Studies
End-Term Examination, December 2017 – January 2018
Trimester V – PGDM (IB) 2016-18

International Human Resource Management
ET_IB_IHRM_2312

Time: 3 Hrs.

M. Marks: 70

INSTRUCTIONS: Attempt any FIVE questions including Q1 & Q7 which are compulsory.

- Q 1** Attempt any **FIVE** of the following:
- a) Explain the ‘Train the Trainer concept.
 - b) What does KSA stand for and explain its concept.
 - c) Describe the scope of PMS.
 - d) Outline the various phases of compensation management.
 - e) On what criteria are the HR development programme evaluated?
 - f) Highlight the difference between Direct and Indirect Financial Rewards.
 - g) How can a well-defined training program help an organization achieve its objective? **15**
- Q 2**
- a) AB Associates are working on the lines of creating their Reward strategy model. Suggest the factors they should consider to make it look balanced and practical. **7**
 - b) Name the key IHRM approaches and briefly describe them. **6**
- Q 3**
- a) Explain the importance of JD and JS in the recruitment process. **6**
 - b) Describe the role of forecasting as a part of Human Resource Planning. **7**
- Q 4**
- a) Marriott group of hotels are planning to open their first property in Indore city. In order to attract the best set of employees, they are planning to pay above the market rate. Throw some light upon some disadvantages this decision may have. **6**
 - b) What are the internal sources of recruitment available in an Organization? **7**
- Q 5**
- a) What are the advantages and disadvantages of external sources of recruitment? **9**
 - b) Highlight the difference between Direct and Indirect Financial Rewards. **4**
- Q 6** RMZ Enterprises is a well-established Company which provides marketing solutions to its clients. The Company has been doing

considerably well in contrast to its competitors and has succeeded in being the market leader in its segment, owing to its dynamic approach and the unique tailor made marketing solutions provided to clients. However, a recent Employee survey revealed that the Company is not doing so well in terms of maintaining healthy relations with its employees. Surprisingly, the survey result shows that majority employees aren't satisfied with the remuneration offered and most of them feel that there aren't ample opportunities for growth available within the organization. Being the Human Resource Manager of the organization, you have been asked to take some serious action in this regard, by the CEO of the Company. Considering its merits, you plan to prepare a Balanced Scorecard in this case.

Create a Balanced Scorecard with the idea of streamlining employees' issues and creating a Win-Win situation for both.

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- Q 7** a) Broadly describe the changing role of HRM in recent years. **8**
b) Outline the various components of Compensation Management. **8**
