

College Name: _____

Student Name: _____ Seat No: _____

Copy No: _____

KARACHI UNIVERSITY BUSINESS SCHOOL
UNIVERSITY OF KARACHI
FINAL EXAMINATION JUNE 2016; AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT; BA (M)–552
MBA – II

Date: July 23, 2016

Max Time: 1.5 Hrs
Max Marks: 30

INSTRUCTIONS:

- 1. Attempt 3 questions, where Q-2 is compulsory.**
- 2. Do not write anything on the question paper.**
- 3. Mobile phone(s) or any other communicating device will not be allowed in the examination room. Students will have to remove the batteries of these devices before entering the examination hall.**

Q-2(a) ABC Company is a Seth owned company that produces Ceramic products. The company was formed by *Seth Nadir Khan* in 1971, after his demise in 1990 his son *Noor Khan* took the control of the company and became the CEO. The company had been going well until 2006. The company performance started to go down by 2007 and in 2011 the company had become a loss incurring entity. *Noor Khan* became worried about the company, and he approached a 'Business Consultant Firm' to find some solution. The consultancy firm analyzed the whole situation and diagnosed that the major cause of poor performance was the poorly done 'human resource management' (which was looked after by the General Administration Department of the company). The consultant suggested that the company should establish a separate HR department (HRD) and hire qualified and experienced HR professionals. *Noor Khan* did not like the suggestion because he thought having a separate HRD would just be an additional cost on the company. 04

What do you think? Should there be a separate HRD in the company? What factors you think should be considered before deciding to have an HRD or not? How a separate HRD could affect the company?

(b) What do you understand by the following: (any three) 06

1. Recruitment
2. Selection
3. Orientation
4. Training
5. Compensation Management

Q-3(a) Comment on the statement, "training and development should be considered as investment not as a cost" 03

(b) Explain briefly any three training methods with their positive and negative sides. 07

Q-4 Discuss the uses of Job Analysis Information, what is the role of HR manager and Line manager in the whole Job Analysis exercise in the company 10

Q-5 Write short notes on the following (any four) 10

1. Job posting
2. Succession planning
3. Realistic Job Preview
4. Negligent hiring
5. Recruiting yield pyramid
6. Broad banding

END OF SUBJECTIVE PAPER