

**KARACHI UNIVERSITY BUSINESS SCHOOL**  
**UNIVERSITY OF KARACHI**  
**FINAL EXAMINATION JULY 2010: AFFILIATED COLLEGES**  
**HUMAN RESOURCE MANAGEMENT BA (M) – 442**  
**MBA – II**

Date: July 18, 2010

Max Time: 3 Hours

Max Marks: 60

Attempt all questions.

All questions carry equal marks.

- Q.1.(a) Discuss the effects that an impending labor shortage might have on the following two sub functions of human resource management: selection and placement, training and development.
- (b) Which sub function might be most heavily impacted?
- Q.2.(a) Today maintaining a strong workforce has become a great challenge for an HR manager, discuss how can an HR manager overcome this challenge?
- (b) How does the external and internal environment impact the HR policies?
- Q.3.(a) Consider the ‘job’ of HR manager. Perform a job analysis on this job.
- (b) What are the tasks required in the job? What are the knowledge, skills and abilities necessary to perform those tasks?
- Q.4.(a) Give an –n-depth argument in favor or in against of internal recruitment and external recruitment.
- (b) Why is the selection process considered as such a sensitive issue, also discuss the reliability, validity and legality involved in the process.
- Q.5 Discuss how the following trends are changing the skill requirements for managerial jobs in Pakistan: (i) increasing use of computers, (ii) increasing international competition.

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**FINAL EXMINATION JANUARY 2009: AFFILIATED COLLEGES**  
**HUMAN RESOURCE MANAGEMENT BA (M) – 552**  
**MBA – II**

Date: January 19, 2009

Max Time: 3 Hours

Max Marks: 60

**Attempt Five Questions in All. Question # 6 is compulsory**

- Q.1. (a) What role do HRM practices play in a business decision to expand internationally? (06)
- (b) List and explain the characteristics of effective 360 degree feedback systems. (06)
- Q.2 (a) Explain each of the pre-selection and post-selection HR practices. (06)
- (b) Using orientation of new employees as an example, identify the four phases of the training process. (06)
- Q.3 (a) Explain how you would conduct a job analysis in a company that had never had job descriptions. (06)
- (b) Discuss the advantages and disadvantages of recruiting internally versus externally. (06)
- Q.4 (a) Why should a company be concerned about evaluating HRM practices? (06)
- (b) Describe situations in which team/group incentive plans are likely to be successful and unsuccessful. (06)
- Q.5 Write Short note on any Three of the following: (12)
- a) Job description
  - b) Recruitment
  - c) Training Need Assessment
  - d) Affirmative Action Plan
- Q.6 Differentiate between any three of the following: (12)
- a) Job Description and Job specification
  - b) Salary and Wages
  - c) Internal training and External Training
  - d) Job Enlargement and Job Enrichment

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**FINAL EXMINATION JUNE - 2008: AFFILIATED COLLEGES**  
**HUMAN RESOURCE MANAGEMENT BA (M) – 552**  
**MBA – II**

Max Time: 3 Hours

Max Marks: 60

Instructions: Attempt any five questions – All questions carry equal marks.

- Q.1 (a) XYZ Company has no HR Department, as an HR specialist explain the benefits of HR Department to the Chief Executive of the company. (06)
- (b) If you are to establish an HR Department what would be your key objectives? (06)
- Q.2 (a) List the Key HR activities of an HR Manager (03)
- (b) Detail the applications of job Analysis Information. (05)
- Q.3 (a) Define and give brief explanation of the terms Job rotation, Job Enlargement and Job Enrichment. (05)
- (b) Define the terms Job specification and Job Description and also highlight the difference between the two terms and their use
- Q.4 (a) As an Hr Manager how would you assess if there is Training Need? (06)
- (b) Explain the various Approaches of Training and Development. (06)
- Q.5 (a) Discuss the advantages and disadvantages of Structured and Unstructured interviews. (06)
- (b) What criteria can be used to judge the effectiveness of selection methods? (06)
- Q.6 (a) Define Job Evaluation. (03)
- (b) Explain the methods of Job Evaluation. (06)
- (c) Differentiate between Intrinsic and Extrinsic Rewards. (03)
- Q.7 Write short notes on any four of the following: (12)
- i. Performance Appraisal
  - ii. Direct and indirect Compensation.
  - iii. Motivation Function
  - iv. Recruitment
  - v. Training Evaluation

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**FINAL EXMINATION ANUARY-2008: AFFILIATED COLLEGES**  
**HUMAN RESOURCE DEVELOPMENT & MANAGEMENT BA (M) – 552**  
**MBA – II**

Max Time: 3 Hours  
Max Marks: 60

Date: January 24, 2008

Instruction: Attempt five questions in all where Q-1 is compulsory

- Q-1 (a) Define HRM (04)
- (b) Explain how HR Managers can improve productive contribution of people to the organization in ways that are strategically, ethically and socially responsible? (08)
- Q-2 “Orientation program are needed only if the selection process is defective, otherwise properly selected employees do not need to be oriented”. Do you agree or disagree with the statement? Why? Explain. (12)
- Q-3 Sketch the selection process and discuss the central importance of selection process to HR activities. (12)
- Q-4 (a) Assume that you are a supervisor in a large departmental store. The manager training wanted to implement a new training program to reach sales people to record sales in computer correctly and timely. What steps would you recommend to evaluate the effectiveness of training program? Explain. (06)
- (b) What are the benefits which an organization can gain through developing its current employees? (06)
- Q-5 (a) What is Job Analysis? List the items included in Job description and Job specification. (05)
- (b) Form the HR professional’s point of view explain the uses of job analysis Information. (07)
- Q-6 (a) Discuss the various objectives which are sought by organizations through effective. (08)
- (b) Differentiate between direct and indirect compensation, and also give examples of each. (04)
- Q-7 Write short notes on the following (any six)
1. Key jobs and non key jobs
  2. Incentives and gain sharing
  3. Attrition
  4. Succession planning
  5. Blind ads
  6. Structural unemployment
  7. Management by Objectives
  8. Error of central tendency

**Good Luck**

**KARACHI UNIVERSITY BUSINESS SCHOOL**  
**UNIVERSITY OF KARACHI**  
**FINAL EXMINATION SPRING - 2006: AFFILIATED COLLEGES**  
**HUMAN RESOURCE DEVELOPMENT & MANAGEMENT BA (M) – 552**  
**MBA – II**

Date: June 22, 2006  
Max Marks: 60

Max Time: 3 Hours

Instruction: Attempt any five questions. Questions No. 4 and 9 is compulsory.

- Q.No.1 Define Human Resource Management. How far you agree that “HRM is old wine in a new bottle”? Justify your answer either in favor or against the statement
- Q.No.2 Outline the scope of Human Resource Management in the light of on going changes to the firm’s strategic management process?
- Q.No.3 Describe in case of an organization known to you, in what way its HR practices contribute to the firm’s strategic management process.
- Q.No.4 If you are a Human Resource planner, how would you develop an accurate human resource plan when there are so many rapid changing environmental factors around you, over which have either little or no control.
- Q.No.5 From the Human Resource Manager’s point of view what are the use of job analysis? As a job Analyst, what important factors you would consider for job analysis process?
- Q.No.6 If you are a Human Resource Manager in a scientific institution and you are asked to recruit scientists, which source of recruitment you would use for this purpose and why?
- Q.No.7 Explain in detail “Model of Excellence” presented by Patricia Maclegan by pointing out the wheel of human resource management.
- Q.No.8 Explain the following:
- a) Job Evaluation
  - b) Personnel Audit
  - c) Human Engineering
  - d) Quality Work Life
  - e) Screening
  - f) Application Blank
  - g) Blind Ad

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FINAL EXMINATION, AFFILIATED COLLEGES  
HUMAN RESOURCE DEVELOPMENT & MANAGEMENT BA (M) – 552  
MBA – II**

Max Marks: 60

Times Allowed: 3 Hours

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Attempt five questions including question No.7, which is compulsory and it must be attempted on question paper.  
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**Question # 1**

Distinguish between Human Resource Management and Strategic Human Resource Management discusses the role of Human Resource Management in Strategic Management.

**Question # 2**

If you are a human resource planner, how will you develop accurate human resource plan when there are so many rapidly changing environmental factors around you over which you have either little or no few control?

**Question # 3**

Discuss the need for and techniques of job enrichment can these techniques, improve employee motivation? How?

**Question # 4**

Explain whether and how the effectiveness of a training program can be evaluated.

**Question # 5**

How will you develop a test program? Discuss the precautions that you should observe in the case of psychological test?

**Question # 6**

If a you a HR manager in a scientific organization and asked to recruit scientist, which source of recruitment you will use for the purpose and why?

**Question # 7**

Define the following terms:

- a. Arbitration \_\_\_\_\_  
\_\_\_\_\_
- b. Competitive advantages \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- c. Delphi technique \_\_\_\_\_  
\_\_\_\_\_
- d. Ergonomics \_\_\_\_\_  
\_\_\_\_\_

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**AFFILIATED COLLEGES**  
**HUMAN RESOURCE DEVELOPMENT & MANAGEMENT**  
**FINAL EXAMINATION MBA – II**

Date: March 12, 2005

Maximum Marks: 60

Attempt any five questions. Question No.1 and 7 are compulsory: Question No.1 must be attempt on question paper (Please return question paper along with script)

**Q.No.1 Indicate whether each of the following statements is true or false by writing T or F against the question.**

a)	Management is primary concerned with one's handling of one's personal affairs	T/F	
b)	The study of management free of quantitative analysis.	T/F	
c)	The social system approach to management considers only the formal organization to be the social system.	T/F	
d)	The disagreement over identifying specific management functions is not merely on of semantics.	T/F	
e)	Organizing is the determination of what work must done by the group of accomplish stated goals.	T/F	
f)	Controlling does not encompass the monitoring of results.	T/F	
g)	The management process approach is an inflexible approach to the study of management.	T/F	
h)	The values held by a person are determined entirely by his work or her needs.	T/F	
i)	Employees should be excepted to subordinate their personal values to those of the manager in achieving company goals.	T/F	
j)	Manger influence and are influenced by, technology	T/F	
k)	All objectives should not be logically related	T/F	
l)	Wherever possible, goals should be reduced to quantitative terms	T/F	
m)	In Structuring a hierarchy of objectives, the procedure used is to move form main objectives to objectives for succeedingly lower level of the organizations.	T/F	
n)	All managers are responsible for some type of decision making	T/F	
o)	The responsibility for decision making always is delegated to a group	T/F	

**Q.2 what is productivity and why it is important to organization with reference to Human Resource development?**

**Q.3 Supposed you work for a maker of automobile part and the company decided to open a chain of parts store. Briefly describe what areas of human resource management department would be affected if you become a Human Resource Manager?**

**Q.4 If a bank open a branch in a distant city, what activities would the human resource department need fully operational and staffed branch was ready for business?**

**Q.5 what are the characteristics of demographic changes?**

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**HUMAN RESOURCE MANAGEMENT MBA – II BA (M) 552**

Date: March 12, 2005

Maximum Marks: 60

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Attempt any five questions including Question No. 07 which is compulsory and it must be attempted on question paper.  
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**Question # 1**

Distinguish between Human Resource Management and Strategic Human Resource Management discusses the role of Human resource Management in Strategic Management.

**Question # 2**

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- c. Delphi technique \_\_\_\_\_  
\_\_\_\_\_
- d. Ergonomics \_\_\_\_\_  
\_\_\_\_\_



