

TRIBHUVAN UNIVERSITY
FACULTY OF MANAGEMENT

Office of the Dean

Sept. - Oct. 2018

Full Marks: 60

Pass Marks: 27

Time: 3 Hrs.

BIM / Sixth Semester / MGT 202: Human Resource Management

Candidates are required to answer all the questions in their own words as far as practicable.

Group "A"

[10 × 1 = 10]

Brief Answer Questions:

1. ✓ Mention any four factors related to HRM environment.
2. ✓ Point out the contents of HRIS.
3. ✓ Specify the contents of job description.
4. ✓ What is career planning?
5. ✓ Sketch out the process of Motivation.
6. ✓ State the methods for evaluating training effectiveness.
7. ✓ Specify the qualities of effective rewards.
8. ✓ State the procedures of handling grievances.
9. ✓ List down the issues in compensation management in Nepal.
10. ✓ Give the meaning of discipline.

Group "B"

[6 × 5 = 30]

Short Answer Questions:

11. ✓ Briefly discuss the changing role of HRM managers.
12. ✓ Explain the factors to be considered while designing effective rewards.
13. ✓ What is performance appraisal? Discuss the factors affecting performance appraisals.
14. ✓ What is Human Resources Planning? Why it is regarded important in organization?
15. ✓ Discuss the methods of assessing training needs.
16. ✓ What is compensation? Explain the methods of employee compensation.

Group "C"

[4 × 5 = 20]

Comprehensive Answer Questions:

17. Read the following case carefully and answer the questions given below:

Apar Ltd is a multinational manufacturing company located in Kailali district producing cosmetic products since five years in Nepal. It has large scale production of various types of cosmetic production of international brand. From the current financial year it prepare a plan for expansion of its distribution in major cities of Nepal.

For expansion of Nepal, company management prepares plans to increase in volume of products by 50% as compared to last fiscal year. For this purpose, the company management decided to recruit and appoint new high skilled employees in the concerned area of knowledge. The management also decided to train existing employees to improve their working skills.

At present company has the system of base remuneration plus wage on the basis of output units. The standard rate of per unit of output is already determined by considering need of effort and time. The company management also decided to continue the same compensation system for the coming fiscal year.

Company management appointed fifty new employees in production department who are efficient in production. New employees need to work with senior colleagues in specified unit. They have started production function on the basis of guidance from management.

The senior pairs have base pay Rs 8000 per month and Rs 10 per unit of output whereas new employees have base pay Rs 6000 per month and per unit rate is equal to senior pair. At the end of the month it was found that most of new employees were drawn more remuneration than senior employees.

The senior employees feel upset and approach management and demanded to increase their base salary up to Rs 9000. However, management directly rejected the demand of old employees. It specified that the company has policy to maintain link remuneration with production outcome. Then senior employees decided to take supports from union approach to them for discussion.

Questions:

- a. What are the main problems encountered by Apar Limited?
- b. The company has the provision of base pay plus remuneration based on output. Are you appreciation such compensation system? Why or why not?
- c. Why monthly remuneration obtained by most of new employees are more than existing employees? Give your justification.
- d. Senior employees demanded for increment of base salary due to decrease in salary as compared to new employees. Is their demand justifiable? Give your opinion.

