



JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (M) / PGDM (SM)
SECOND TRIMESTER (Batch 2021-23)
END TERM EXAMINATIONS, January 2022

Course Name	Managing Human Resources	Course Code	20302
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- a. All questions are mandatory
- b. Answers should be rich in content and precise with relevant examples
- c. Answers to be submitted on Moodle, as a single MS-Word File saved with "Roll No. and Name"
- d. Overall permissible Plag -10%, **Penalty Clause: 11-20 % - Minus 5 Marks, Above 20% - No Evaluation/ Reappear Exam**

-
1. New hires at HMT were not feeling well adjusted, this phenomenon was continuous and management had concerns and wanted to resolve it. The CEO called for an urgent meeting to find out a solution. In the meeting it was decided to involve KWC Consulting services help to understand why new hires have adjustment issues. KWC after its research found that it was induction which was missing in HMT resulting in issues with adjustment of new hires. A good Induction is a solution here. Analyze the situation with importance of Induction in the context. **(10 marks)**
 2. Stock options have been called the pay program that "built Silicon Valley" because of their key role as incentive pay for high-tech companies. This worked very well in earlier times when the stock market was rising rapidly. However, since then the stock market has experienced sharp declines as well as recoveries.
 - i) Illustrate the way this change will affect employees' attitudes towards stock options as incentive pay? **(5 marks)**
 - ii) Identify other forms of incentive pay and benefits which may work better to motivate employees. **(5 marks)**
 3. The Manager of an engineering unit is informed on phone at midnight by the President of a local labour union of the factory that there is tension in the factory and absence of prompt action may lead to physical assault on the supervisor who has sent a worker home from work, charging him with insubordination. Similar actions have been taken by the same supervisor against other workers in the past. Also, in the past some supervisors have been physically assaulted. At the same time the President of the local labour union of the factory is also known to grossly exaggerate the problem in his reporting.
 - i) Discuss the underlying issue in this question. **(5 marks)**
 - ii) Suggest an appropriate course of action for the Manager immediately and in due course and also in future to avoid such situations? **(5 marks)**
 4. ABC Pvt. limited decided to go for expansion at four strategic locations. The company had major concern for its workforce. The company present workforce strength is 1000 employees, which they wanted to increase by 40 percent. Please elaborate factors that should be considered while making workforce plan for ABC Pvt Ltd. **(10 marks)**