

**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**  
**PGDM / PGDM (Marketing) / PGDM (Services Management)**  
**THIRD TRIMESTER (Batch 2017-19)**  
**END-TERM EXAMINATION, FEBRUARY- 2018**

Course Name	<b>Human Resource Management - I</b>	Course Code	<b>HR301</b>
Max. Time	<b>2 Hours</b>	Max. Marks	<b>40</b>

**INSTRUCTIONS: Attempt all questions from Section A and B.**

**SECTION – A**

1. Read the details given below and answer the questions that follow later:

**Company Name:** IIFL  
**Position Name:** Management Trainee (Branch Manager on confirmation)  
**Location:** Branches across region  
**Compensation:** 4.4 Lac p.a. Fixed CTC  
**Probation:** 6 months  
**On confirmation:** Branch Manager

IIFL (India Infoline) group is one of the leading players in the Indian financial services space. The company's net worth is approx Rs. 2000 crore. IIFL offers advice and execution platform for the entire range of financial services covering products ranging from Equities and Derivatives, Commodities, Wealth management, Asset management, Insurance, Fixed deposits, Loans, Investment banking, GOI bonds and other small savings instruments.

IIFL's current network is over 2,500 business locations spread over 500+ cities and towns across India which facilitates the smooth acquisition and servicing of a large customer base. It is a growing organization, which is an ideal place for individuals with high ambitions. The working atmosphere is highly charged with a young and energetic team of qualified professionals.

IIFL is growing at an exponential rate and to fuel its growth it is looking for smart & dynamic individuals for the position of Management Trainee across its Gold Loan Branches. Selected candidates will be responsible for handling the entire operations and profitability of a Gold Loan Branch.

**Question:**

Develop Job Description and Job Specification for the position of Management Trainee at IIFL and suggest suitable sources of recruitment for the position of Management trainee at IIFL? **(12 Marks)**

**SECTION – B**

- Harmonious "Employee Relations" can avoid industrial disputes between labor and management. Discuss some HRM practices that can improve sound employee relations in organizations with suitable examples. **(7 Marks)**
- Traditionally HR practices were developed and administered by the company's HR departments. Line managers are now playing a major role in developing and implementing HRM practices. Describe this shift with suitable examples. **(7 Marks)**
- How do organizations determine the compensation to be paid to the employee? Briefly describe the major components of compensation package. **(7 Marks)**
- What are the objectives of performance management system? Discuss one of the methods of performance appraisal? **(7 Marks)**

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