

Tilak Maharashtra University
Master of Business Administration (Distance)
(Semester - IV) - Internal Evaluation (HR)
Current Trends in HR

Marks : 80

Code : MDHR 405

Note:

- ❖ The Paper Consist of two sections I & II
- ❖ Attempt any three questions from Section I
- ❖ Section II is Compulsory

Section I

Q. 1 a) What are the HR issues in BPO industry? (15)

OR

b) Explain in detail the need of outsourcing with its disadvantages.

Q2 : a) Explain the steps in implementing Balance Scorecard. (15)

OR

b) Write an Essay on ‘ Attrition Control’ .

Q 3 a)Talent acquisition could be easier than retention. Evaluate the sentence (15)

OR

b) Explain the benefits of Multitasking .

Q 4 a). Write short Notes on any three of the following : (15)

1. Global Talent Management
2. Career Management Path
3. Benefits of Balance Scorecard
4. Advantages of outsourcing
5. Financial Perspective of Balance Score card

OR

b) Explain the Idea of Multi-Skill working as the recent trend in HR Management

SECTION II

Q 5) Read the Case study given and answer the questions below .

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CASE STUDY OF RAM RAO DESHMUKH

Modern Machining Works is a manufacturing unit with total strength of 50 workers grouped in a few sections or departments . Ram rao Deshmukh is working there for the last twenty five years as a technician in Section (I) . He knows all the activities there . He is sincere and efficient .

Considering all this , company made him Production officer in-charge for his section (I) and section (II) . Initially he felt satisfied and rewarded . But later on he started feeling difficulties . While he was confident about all aspects of Section I .. men , machines , processes , he was not familiar with section II which made him feel inferior. Also , section II was on upper floor. Running about and going up-and-down made him tired . As such he started remaining in Section I only on the pretext of some urgent work. Also he started remaining absent under the excuse of sickness.

His happiness on account of promotion was fading out .

Questions :

- .1. Should Ram rao decline the promotion and request the management to let him resume his earlier position ?
- .2. Should the production manager follow recent Trend of employing only highly qualified persons ?
- .3. What should be the approach of Ram rao for success ?
- .4. As his friend working in similar capacity in the same capacity , what will be your help and advice to him ?
- .5. Assuming various approaches by Ram rao , imagine the situation after six months .

Q 6 : Explain the present trend of Out Sourcing

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