



MBA.T.I/11. 1010 a

**MBA (TRAVEL AND TOURISM) DEGREE I SEMESTER EXAMINATION  
NOVEMBER 2011**

**SMT 2106 HUMAN RESOURCE MANAGEMENT**

Time: 3 Hours

Maximum Marks : 50

(All questions carry EQUAL marks)

(5 x 10 = 50)

- I. A. Discuss the various managerial and operative functions of HRM. What are the unique requirement of HRM in international business?  
**OR**
- B. Differentiate the modern HRD/HRM concept from the traditional personnel management. Do you think Indian corporates are keeping pace with the modern global HRD concepts? Give your assessment.
- II. A. Discuss the new trends in manpower planning, recruitment and selection. The Liberthan Commission Report, which has been tabled in the Parliament on November 24, 2009, states that "citizens have lost confidence in the current system of governance, and hence there is the need for the extensive revamp of the recruitment process for civil and police services". Give your views on the statement.  
**OR**
- B. "Private sectors are successful mainly because of merit-based promotions, but PSUs are also successful despite seniority-based promotion, job reservation and other affirmative actions". Explain this conundrum.
- III. A. Discuss the relevance of cross-culture training in international business. Explain Hofstede's four dimensions of culture analysis.  
**OR**
- B. Explain the five stages of a career. Critically examine the scope of career opportunities in internationalized environment.
- IV. A. Discuss the various determinants of salary and wages. What are the global trends in salary and wages?  
**OR**
- B. Prepare a technical report on telecommuting.
- V. A. Discuss various myths and realities associated with sexual harassment in the workplace (SHIWP). Since SHIWP is one of the gravest and the most pervasive human rights violations, do you think that we need a tough act like Domestic Violence Act 2005 to deal with it?  
**OR**
- B. Write short notes on ANY THREE of the following:
- (i) Exit Interview
  - (ii) HRIS
  - (iii) Green Jobs
  - (iv) Equality and equity in reward management
  - (v) Employers' associations