MGT501 Human Resource Management Finalterm Long Questions from 2008 and 2009..
Paper#1

Question 5 marks

What is the difference between "Employee performance" and "Motivation". Explain with the help of an example???

Question 10 Marks

Which type of training is better for organization

On job training
or Off Job training

Explain???

Question 10 Marks

What gives the more benefit to the organization

1. Employee performance
2. Technology Advancement

Explain in detail.

Question 10 Marks

Why people indulge themselves in organizational politics. Give answer in 5 points in detail.

Paper#2

'Employee performance' or 'Technological development'; has more benifit for organization? write in detail. (marks 10)

What a organization can do for the career development of women? (marks 5)

is it sensible to apply all the 4 methods of Job evaluation simultaneously?(dnt remeber exact remaining question)? (Marks 10)

Paper#3

(Marks 10)
1. Employee performance or technological advancements; which provides more benefits to an organizations? Explain it detail

(Marks 10)
2. What are the Different Dimensions of Stress? List of Discuss them in detail.

(Marks 10)
3. Identify the Methods that can be adopted to maximize the Effectiveness of Learning?
(Marks 10)
4. How Conflicts can be considered beneficial for the organization

Paper#4

1) organization's help in career development of female employees (5)
2) multiple views of conflict management (10)
3) plan incentives (10)
4) methods of job evaluation (10)

Paper#5

Q1.what r the dimensions of stress? list & dicuss it in detail?(10)
Q2. why organization & union think "collective bargaining" valuable?(5)
Q3. GLAXO SMITHKLINE decided to produce new machine in production? if u r HR manager then wat r u going to take steps for making ur employee feel comfortable?(10)
Q4. what r "best ways" that a global firm take for the development and implementation of global HR system?(10)

Paper#6

Subjective questions:
1) How an organization conduct the collective bargaining process? 10/
2) What are the multiple opinion about conflict? 10/
3) which one is better in your opinion?
a.On-Job-Training
b.Off-Job-Training
4) How a person can self-manage with stress 5/

Paper#7

What are the multiple opinion about conflict? 10
maslow's theory (case study) 10
how the effectiveness of learnig can be maximized? 10
How a person can self-manage with stress? 5

Paper#8

Short question was:

Manager thinks that action against uninformed leaves by employees is time consuming, and this time can be used for other important things. How do u analyze this statement of manager?(I don't remember the exact statement, but it was like this as i wrote)

Long question was:

How can a manager reinforce positive behavior in employees through non-monetary awards? Give an example from a practical life of awards being given in the organizations

2nd Long question was:

Company has introduced new machine for the production of medicines. Being an HR manager, how would you guide the workers of production to get used to with this change(Again don't remember the exact statement)

Paper#9

Question No: 51 (Marks: 5)
Yousaf has beaten his fellow employee for which his manager has dismissed him. Evaluate manager's response in terms of ethical application of power.

Answer:
No employee is supposed to get physical with any of the colleagues. Manager's decision was the extreme as he could have brought both employees together and tried to know the problem between them. I see this move as an unethical act by the manager.

Question No: 52 (Marks: 10)
What measures should be taken to limitize the union membership by employees? Explain each in detail.

Answer:

Question No: 53 (Marks: 10)

When do organizational people indulged themselves in organizational politics? Discuss any five factors in detail.

Answer:

Organizational politics are actions that allow people in organizations to attain goals without going through ceremonial channels. Whether political activities help or hurt the organization depends on whether the person's goals are steady with the organization's goals. In the impartial model of organizations, people are assumed to manage sensibly, based on clear information and well-defined goals.

There are few factors that result in political activities in an organization and are explained as under.

1. Changes in Leadership which changes conventional associations and processes can create an opportunity for increased political behavior.

2. Changes in Coordination and integration of organizational activities used to achieve common goals can also lead to an increase in political behavior.

3. Changes in any of the five contextual forces, i.e. environment, technology, strategy, culture, and structure, can generate uncertainty over resource allocation, leading to an increase in political behavior.

4. Blame & Integration. Blaming and attacking others to deflect attention from one's mistakes and using ingratiating behavior to gain favor are unethical and negative types of political actions.

5. Building Relationship. People develop relationships through coalitions, grouping, networks, and accommodating managerial linkages. Coalitions are relationships formed over specific issues. Alliances are general agreements of support among different individuals and groups; and networks are broad, loose support systems. Relationship building can either help or harm the organization.

Question No: 54 (Marks: 10)
In order to get advantage of each method, will it be a sensible decision to simultaneously apply all the four methods of job evaluation?

Answer:
Four methods of Job evaluation

1. Ranking Method: Raters examine the description of each job being evaluated and assemble the jobs according to their value to the corporation. This technique requires a team characteristically composed of both management and employee delegate to arrange

job in a simple rank order from uppermost to lowest. The most noticeable restraint to the ranking method is its utter lack of ability to be managed when there are a large number of jobs.

2. Classification Method: A job evaluation method by which a number of classes or ratings are defined to explain a ***** of jobs is known as categorization method. The classifications are created by identifying some common denominator skills, knowledge, and responsibilities with the desired goal being the criterion of a number of distinctive classes or grades of jobs.

3. Factor Comparison Method Raters need not keep the entire job in mind as they evaluate instead, they make decisions on separate phases, or issues, of the job. A basic fundamental hypothesis is that there are five universal job factors: (1) Mental Requirements (2) Skills (3) Physical Requirements (4) Responsibilities 5) Working Conditions.

4. Point Method: Raters assign numerical values to specific job components, and the sum of these values provides a quantitative appraisal of a job's relative significance. The point method requires selection of job factors according to the nature of the specific ***** of jobs being evaluated. After determining the ***** of jobs to be studied, analysts conduct job analysis and write job descriptions. Next, the analysts select and define the factors to be used in measuring job value and which become the standards used for the evaluation of jobs. Education, experience, job knowledge, mental effort, physical effort, responsibility, and working conditions are examples of factors typically used.

Paper#10

Question No: 51 (Marks: 5)
What are the criteria that make the leaders & managers similar to each other?

There are some points by which leaders and managers become similar to each others.
1. Both leader and manager interact and motivate their subordinates.
2. Both leader and manager have power over their subordinates.
3. Leaders work for achieving the desire strategic goals while managers also work for getting their goals.
4. Both works in organizations. Both are responsible for their subordinates and people.

Question No: 52 (Marks: 10)
Leaders should be selected by the respective followers or must be imposed by the policy makers? In your opinion which could be the better option? Elaborate in detail by explaining the pros & cons of both the situations.

Leaders are selected by the respective followers because as we know that best leaders are selected by the people who want him. The good leader is that who leads his followers. So his people will follow him. But if a leader is selected by policy makers, may be this

leader will not be able to motivate and guide his people. Because there is no opinion taken from people in selection of this leader. We will take a real example from today's life.

For example, if we select a leader in elections on high majority, we will be happy from that leader. But if some party has select a leader without the knowledge of people. That will be not a good opinion. I think that the first sentence will be correct in my view.

Question No: 53 (Marks: 10)
A warehouse of a company caught fire, a labor named Iftikhar had voluntarily took steps to extinguish the fire. For this act of bravery, company's management awarded him with the 'medal of bravery'. In the light of Maslow's Need Theory, how will you evaluate this reward offered by company to appreciate & keep Iftikhar motivated?

According to Maslow's Need Theory, money can motivate an employee. But here the company awarded Mr iftikhar a Medal. So iftikhar will try to work more hard for getting cash award to fulfill his lower needs. If for example iftikhar gets money awards on his performance, he will try to fulfill his higher needs. For this he will do some special work to inspire its managers.

Question No: 54 (Marks: 10)
How can managers reinforce positive behaviors among their employees through non-monetary incentive? Support your answer by providing any practical example of such practices adopted in various organizations.

In organizations, managers can motivate positive behaviors among their employee through some non-monetary incentives. By which all employees will be neutrally work and motivated.
Manager should provide non-monetary rewards to their employees. For example, Employee must have a pleasant working environment, so they will enjoy their work with good performance. Also their behavior will be positive.
They should be trained in a good way.
Social security is also a right of employees. Managers should provide disability insurance, medical, and security for employees

Paper#11

1) you are HR Manager of a Medicine company and introducing new machine with ur workers...how will you satisfy them with new change?

2) Level of Training...list and describe...

3) Write what are the dimenssions of Stress to employees?

Paper#12

1)what are the dimension of stress? list
&give detail of each.
2)what kind of job training you prefer?defend
it.on job training or off job training.
3)what measures an organization take to control work place accidents.(10 marks each)
why incentive plan fail?explain and defend(5)