

6 MAY 2024

National Law University, Jodhpur

End Term Examination - 2024

Semester - UG II

Subject- Human Resource Management

Time: 3 Hours

Maximum Marks 100

Instructions to students

1. *The students shall comply with the examination protocol.*
2. *Students shall restrain from seeking clarifications.*
3. *All questions carry equal marks.*
4. *Students need to attend ANY FIVE questions only.*

Q1. AMN is an Iron and Steel Company in Bokaro and was established in 1980s. The workforce comprises of 350 permanent workers and 720 contractual workers. On 1st April 2024, the Management of AMN called for a general meeting of all employees and announced that the management is going for Voluntary Retirement Scheme in the month of June 2024.

- a) Which category of employees will be considered for VRS and why?
 - b) Do you think the management decision will lead to any implementation issues?
- You as an HR Manager of AMN are required to lay broad outline of VRS plan and consider its outcomes.

20 Marks

Q2. Differentiate between the following:

- a) Employee Training and Employees Performance Assessment
- b) Deputation and Transfer

2*10=20 Marks

Q3. Read this case and answer the questions:

According to media report 'M' on 19.4.2024, around 752 permanent workers working in Bodhpur Railway Divisional Office, Bodhpur and its Railways establishment in Rajasthan applied for sick leave and posted it through an email individually on the intervening night of 19.4.2024. The workers did not report to work as of the present day. The management is really concerned about the emerging situation and showed inclination to talk to the Trade Union representation. But there was no positive response from the workers/Trade Union. According to the media sources, the management did not pay the workers' wages/salaries and allowances since 8 months due to paucity of funds. In the present context, the passengers are also duly affected by this situation.

- a) As an HR Manager assess the situation and determine what course of action the management of Bodhpur Railways should take to handle the situation.
b) Give two suggestions to mitigate this situation.

20 Marks

Q4. Write short notes on the following:

- a) Workers Directors
b) Industrial Relations

2*10=20 Marks

Q5. On 1st April 2024, the top level management of an IT Company named 'X' in Bengaluru announced that its employees working in their organization are required to sign a good conduct bond on or before 29th April, 2024 stating that they shall voluntarily refrain from indulging in moonlighting. The management of 'X' further cautioned that those who would not comply with the said requirement will be transferred to a remote location in Sikkim for a term of 2 years.

- a) Did the management take the right decision? If so, give reasons.
b) You as an HR Manager anticipate that the employees will resist the transfer to a remote location in Sikkim. What course of action can management consider to handle this situation? Give appropriate suggestions.

20 Marks

Q6. Ms. Mahima was appointed as Bank Officer on Probation, at SNS Bank, Andheri Mumbai from 10th January, 2022 through Direct Recruitment. She was informed through an E-Mail about the appointment. The Term of Probation was for a period of one year. She agreed to the terms and conditions of contract wherein one of the terms and conditions was that "she may be confirmed if (i) she passes atleast two performance tests (ii) her performance is satisfactory". Ms. Mahima read the terms and conditions of the employment agreement and gave the joining report on 15th January, 2022. Ms. Mahima continued to work in the bank as an Officer on Probation. The management did not conduct any performance assessment nor hold any performance tests. The management did not give any feedback to her. On 31st March 2024, Ms Mahima's services were terminated without stating any reason. Ms. Mahima decided to challenge the decision of the management.

As an HR Consultant, you are required to analyze the abovementioned case and decide whether management has taken right decision? Advice.

20 Marks