

National Law University, Jodhpur**End Term Examination (August –December, 2025)****Semester: UG III****Subject: Human Resource Management****Time: 3 Hours****Marks 100****Instructions:**

- a) The students are required to follow the examination rules.*
- b) No clarifications will be provided in the examination hall.*
- c) Attempt any five questions.*
- d) All questions carry equal marks.*

Q1. On 15.11.2025, there was a blast and massive explosion at a firecracker factory around 9.45 am which led to a blaze and collapse of the building in Maharashtra's Vanashantha district. Due to the impact, the entire RCC slab of the factory collapsed. The HR Manager said due to the magnitude of the accident, at least 53 permanent workers were refused to get allocation of scheduled work as per their employment contracts. Further, he stated that the modalities of work engagement are being worked out and it will be intimated shortly. You are tasked to assess the situation and assist the HR Manager on this situation and decide the matter regarding engagement of work of 53 workers. Advice.

Marks 20

Q2. Mr. Bhosle, The HR Manager of AXC Corporation, Gurgoan has planned to introduce an 'Attendance Bonus scheme' of Rs 8000/- per year, to act as motivation for employees and help reduce unplanned and unauthorized leaves. He argues by stating that this will aid in better staffing and manpower planning. However, Mr. Bhosle is aware that there are no Specific Acts which specify the same. As there is no statutory provision to define it, he believes that organizations can create their own policies regarding the Attendance Bonus and give incentive to their employees. Highlight the merits and demerits of the attendance bonus. Examine the consequences, if Mr. Bhosle considers repealing this scheme on a later date after implementing it.

Marks 20

Q3. The Line and Staff relations of HR Managers are often considered contentious and conflicting. Examine the reasons as why the relations between line and staff are so? Give suitable suggestions to help them resolve their differences.

Marks 10+10=20

Q4. Examine and differentiate between Joint Management Committee and Joint Management Council.

Marks 20

Q5. StarIT is a well known Global placement agency in Bangalore. Since its inception in 2023, the company has been actively using AI in its HR services like recruitment, selection, pre-employment verifications and performance assessments etc. Most of the HR decisions are consultancy related decisions. Top IT companies operating in India are StarIt clients. You as a member of HR department in StarIT find that use of AI is detrimental to the organization. Highlight at-least four reasons to state that use of AI can cause more harm than its benefits.

Marks 20

Q6. Write Short Notes on the following:

1. Suspension leading to Dismissal of an employee
2. Behaviorally Anchored Rating Scales (BARS)

Marks 10+10=20