

Managing Human Resources
2nd Year 1st Semester - 2015

Part - B Essay Questions 2015

Answer only three (03) questions including question number 01 in Part B

Marks Allocated: 60

01. Human Resource Planning is the process by which an organization ensures that it has the right number & kind of people at the right place and at the right time, capable of effectively and efficiently completing those tasks that help the organization achieve its overall objectives.

Mathis & Jackson, 2010

- i) Briefly explain the process of human resource planning. (05 Marks)
- ii) Discuss the importances of human resources planning for the contemporary organization. (08 Marks)
- iii) Assume that you are an Executive in Human Resources Department of Alpha Confectionaries (Pvt.) Limited. Board of Directors of the organization has decided to restructure the organization and as a part of it, Human Resource Manager has been asked to revise the job descriptions of selected posts. Hence, he has shared this workload among all the HR Executives and you have been appointed to revise the job descriptions for the posts of Marketing Manager, Marketing Executive and Sales Representative.

You are required to;

- a) Discuss the preliminary steps that you have to take to complete this given task? (05 Marks)
- b) Write the job description for any of the three posts which have been assigned to you. (12 Marks)

(Total Marks 30)

02. Strategic Human Resource Management is considered as a pattern of planned human resource deployment and activities intended to enable an organization to achieve its goals.

Noe. et al., 2006

i) Why is it important for HR management to transform from being primarily administrative and operational to becoming a more strategic contributor? (07 Marks)

ii) Assume KCL Cables (Pvt.) Limited intends to become a cost leader in its industry. Discuss how the Human Resource Department of this organization can contribute to achieve this target. (08 Marks)

(Total Marks 15)

03. The success of a pay system depends on linking organizational objectives and strategies to compensation so that individuals are encouraged to work in a manner that benefits the company and its stakeholders. Mathis & Jackson, 2010

i) Compare and contrast the "Traditional Compensation approach" and "Total Rewards Approach". (07 Marks)

ii) Discuss the major three components of organizational compensation system and the subsets of it. (08 Marks)

(Total Marks 15)

04. "Workforce diversity is no longer just about anti-discrimination legal compliance. Concept of workforce diversity is the impact of corporate performance". (Mathis & Jackson, 2010).

i) To which extent do you agree with this statement? Justify your answer with suitable examples. (06 Marks)

ii) Briefly discuss the systematic training process. (09 Marks)

(Total Marks 15)