



GL BAJAJ

Institute of Management & Research

Approved by A.I.C.T.E., Ministry of HRD, Govt. of India

Roll No.....

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.)–201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2018-20) MID TERM EXAMINATIONS (TERM -IV)

Subject Name: **Talent Acquisition, Retention & Engagement**

Time: **01.30 hrs**

Sub. Code: **PGH-01**

Max Marks: **20**

Note:

1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.
2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.

SECTION - A

04+04 = 08 Marks

Q. 1: Case Study:

Naik, AGM Materials, is fuming and fretting. He bumped into Kamath, GM Materials, threw the resignation letter on his table, shouted and walked out of the room swiftly. Naik has reason for his sudden outburst. He has been driven to the wall. Perhaps, details of the story will tell the reasons for Naik's bile and why he put in his papers, barely four months after he took up his present assignment. The year was 1995 when Naik quit the prestigious SAIL plant at Vishakapatnam. As manager materials, Naik enjoyed powers -he could even place an order for materials worth Rs 25 lakh. He needed nobody's prior approval. Naik joined a pulp-making plant located at Harihar in Kanataka, as AGM Materials. The plant is a part of the multi-product and multiplant-conglomerate owned by a prestigious business house in India. Obviously, perks, designation and reputation of the conglomerate lured Naik away from the public sector steel monolith. When he joined the eucalyptus pulp making company, little did Naik realise that he needed prior approval to place an order for materials worth Rs 12 lakh. He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order, materials arrived, were received, accepted and used up in the plant. Trouble started when the bill for Rs 12 lakh came from the vendor. The accounts department withheld payment for the reason that Kamath did not endorse the bill. Kamath refused to sign on the bill, as Naik did not take his approval before placing the order. Naik felt fumigated and cheated. A brief encounter with Kamath only aggravated the problem. Naik was curtly told that he should have known company rules before venturing. Naik decided to quit.

- (i) Does the company have an orientation programme? If yes, how effective is it?
- (ii) If you were Naik what would have you done?

SECTION – B

02×03 = 06 Marks

Q. 2: You have been asked to orient newly hired employees to use personal computers. What factors would you consider in designing the program?

Q. 3: Suppose a key employee has just resigned and you are the department manager. After you have sent your request for replacement, how could you help the recruiter to find the best replacement?

Q. 4: Write Job description and specification for a Day Care Centre incharge.

SECTION – C

03×02 = 06 Marks

Q.5. “Smaller organizations neither do nor need Job analysis for their jobs, because most of their employees’ conduct a myriad of activities, too far reaching for a standard job analysis”. Give your view point.

Q. 6. How Human resource planning is done using Marcov Chain Analysis.