

Code No: MB193A4/R19

MBA III Semester Regular/Supplementary Examinations, December/January -2024

HUMAN CAPITAL MANAGEMENT

Time: 3 Hours

Max. Marks: 75

*Answer Any FIVE Questions, one from each unit
Question No. 11 is Compulsory*

UNIT-I

1. a) Discuss the evolution of organized labor in India? Explain the Human Capital Model? 6M
- b) What are the labor problems in the changing socio-economic scenario? 6M

(OR)

2. a) Briefly explain the nature and role of Human Capital Management. 6M
- b) How industrialization effect the labor market in India? Discuss in view of globalization? 6M

UNIT-II

3. a) Discuss the non-monetary models of HRA? 6M
- b) What do mean by Replacement Cost Model? Discuss its applications. 6M

(OR)

4. a) Explain the need and importance of HRA. 6M
- b) Write about Oppportunity Cost Method and Standard Cost Method. 6M

UNIT-III

5. a) Explain the Stochastic Rewards Valuation Model of human capital accounting. 6M
- b) Discuss the recent developments in Human Capital Accounting. 6M

(OR)

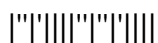
6. a) Briefly explain about HERMANSON's Adjusted Discount Future Wages Model. 6M
- b) Explain the Lev and Schwartz Present Value of Future Earnings Model. 6M

UNIT-IV

7. a) Discuss the drivers of Employee engagement? Discuss the benefits of it. 6M
- b) Explain the concept of workers participation in Management? Discuss the ways and means? 6M

(OR)

8. a) How to measure employee engagement and empowerment? Discuss few benefits of it? 6M
- b) What do you mean by 'Quality Circles'? Explain its advantages? 6M



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UNIT-V

9. a) Define the term 'Accident'. Discuss the types and causes of industrial accidents. 6M
b) What do you mean by 'Safety Audit'? How to conduct it effectively? 6M

(OR)

10. a) Explain the need for Social Security. Discuss Health and Occupational Safety Programs. 6M
b) Explain the meaning of Counseling? Discuss the characteristics of effective Counselor. 6M

11. **CASE STUDY** 15M

In a Computer centre, which normally undertook large data entry and processing jobs outsourced by industries and large firms, there were more than 80 data entry Operators and 6 programmers working in 3 shifts.

The ladies preferred to work in the 2day shifts, rather than the night shift. There were 20 lady operators. The manager assigned these 20 operators the 1st and 2nd shifts and ensured that no lady worked in the night shift. This resulted in grievances among the male operators. Secondly, the lady operator who had young children to attend too, were provided additional money for putting their children in crèches.

This increased the resentment among the male operators, who started complaining the ladies were giving unfair advantages over the males. The union dominated by male employees threatened to go on a strike on this issue. The manager refused to yield, and continued with these practices.

Questions:

- i. Is it right for the manager to deal with this function?
- ii. What alternatives could be considered in this situation?
- iii. Were his strategies right?

