

## QUESTION PAPER

Examination : MBA (FT) 1st Year, 1st Semester November 2013  
Paper No. : 6106  
Paper Title : Human Resource Management

Total Marks : 50

Time : 3 Hours

Instructions : Attempt all questions Marks are indicated against each question. Limit the length of the answer according to the marks assigned to the question.

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Q1. The need to have a rounded experience in business is becoming increasingly important for HR managers. HR managers need to understand the business. The output of HR is getting tied to business results particularly in white collar-led sectors like banking, financial services and IT/ITeS. In certain firms, there is a trend towards measuring revenue implications from hiring, attrition, excess manpower and revenue loss if a position remains unfilled. Similarly, operational managers are now required to know about functional areas like HR. Similarly,

Enumerate the socio-economic, business and other factors that have brought about the paradigm shift in HR philosophy and practice. Citing suitable examples discuss how different approaches (schools of management) have been instrumental in the evolution of HRM thought and practice.

[OR]

In the last few years there has been intense debate around the criteria for evaluating executive performance. Several companies now link Key Result Areas (KRAs) to cost management for mid-level executives in their attempt to curb spends. For example, LG Electronics has given 20% weightage to cost management and profitability for middle level executives in the KRAs. On the other hand, some software firms link performance ratings to qualitative parameters such as the ability and willingness to learn, willingness to share knowledge, and quality of their interaction with colleagues.

Discuss the pros and cons of qualitative and quantitative criteria for appraising performance and deciding incentives. Suggest measures for overcoming the problems inherent in target-based and behavior based approaches to evaluate performance.

[5+5]

Q2. India's colleges churn out hundreds of thousands of computer engineers every year, but the software products industry in the country still finds it difficult to recruit the right kind of talent. As the \$100 billion (Rupees 6.2 Lakh crore) information technology industry seeks to chart a new course by fostering software product companies, there is growing realization that the talent available- though competent for the services segment- is not really suitable for product companies. The technical depth and knowledge required for a product company is much higher than in service industry.

According to NASSCOM estimates the software product industry will grow from \$2 billion (Rupees 12,500 crore) to \$10 billion by 2020. There are, at present, nearly 3000 software product firms in the country, a majority of which are small and mid-sized,

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**Didier Musso**



### **05october November 2013 Paper 3:**

Cambridge IGCSE® Mathematics Core and Extended Coursebook Karen Morrison, Nick Hamshaw, 2018-03-15 This Cambridge IGCSE Mathematics Core and Extended series has been authored to meet the requirements of the Cambridge IGCSE Mathematics syllabus 0580 0980 for first examination from 2020 This second edition of Cambridge IGCSE Mathematics Core and Extended Coursebook offers complete coverage of the Cambridge IGCSE Mathematics 0580 0980 syllabus It contains detailed explanations and clear worked examples followed by practice exercises to allow students to consolidate the required mathematical skills The coursebook offers opportunities for checking prior knowledge before starting a new chapter and testing knowledge with end of chapter and exam practice exercises Core and Extended materials are presented within the same book and are clearly signposted to allow students to see the range of mathematics required for study at this level Answers are at the back of the book

**Cambridge IGCSE Mathematics Core and Extended Coursebook with CD-ROM** Karen Morrison, Nick Hamshaw, 2015-12-03 Revised edition of the IGCSE Mathematics Core and Extended Coursebook for the 0580 syllabus for examination from 2015

BRICS and International Tax Law Peter Antony Wilson, 2016-04-24 With the ongoing expansion of outbound foreign direct investment FDI in the countries representing the BRICS economic bloc Brazil Russia India China and South Africa and with all of them at the same time listed among the top seven countries plagued by tax evasion and avoidance in the guise of illicit out flows the governments both individually and through cooperative initiatives have devised new international tax strategies that are proving to be of great interest and value to other countries both developing and developed The core of these strategies addresses the necessity of stemming the out flow of revenue while strongly supporting FDI both inbound and outbound while complying with international obligations including those arising from human rights laws This book is the first in depth commentary on this new and evolving area of international tax law The detailed analysis covers the entire field of BRICS international tax law considering topics such as the following information exchange procedures and pitfalls response to the OECD's Base Erosion and Profit Shaping BEPS initiative role of bilateral and multilateral double taxation conventions including the Multilateral Instrument and the Bilateral Investment Treaties thin capitalization transfer pricing controlled foreign corporation rules shortcomings related to authorities limited manpower international audit and investigation procedures the BRICS approach to residence and mandatory and binding arbitration and the BRICS approach to shaping the developing world's international tax system Notably the author personally conducted interviews with senior international representatives of the BRICS tax authorities as well as with leading BRICS academics and practitioners Tax cases together with human rights and investment cases and administrative guidelines in all five countries are also included in the analysis The study concludes with recommendations for improving each of the five countries tax law and procedures especially in the area of dispute resolution The author's goal is to extend the existing body of knowledge of the BRICS international tax laws in order to assist in developing an understanding

of the BRICS approach to dealing with evasion and avoidance an approach which facilitates both outbound and inbound FDI simplifies tax authority administration and establishes a basis for resolving international disputes which is compatible with sovereignty In achieving this objective the author has produced a major work that is of immeasurable value to tax advisers government and governance of cials academics and researchers both in developing international taxation strategies and in helping to resolve disputes with tax authorities The Statist ,1887 **ICSID Convention after 50 Years: Unsettled Issues** Crina Baltag,2017-02-15 The International Centre for Settlement of Investment Disputes ICSID has played a leading role in establishing the field of foreign investment law It is primarily due to the ICSID that it is no longer peculiar for individuals and corporations to have legal standing in claims against governments probably the most notable development of international law of the last half century Now in its fiftieth year and ratified by more than 150 states the ICSID received in 2015 its 500th case This book celebrates this anniversary with an overview and analysis of ICSID case law to date and focusing particularly on unsettled issues assesses possible developments in the institution s next phase This volume collects twenty two essays by prominent practitioners with substantial experience in investment arbitration law The topics they cover encompass such issues as the following the political and economic reasons behind the creation of the ICSID admissibility and jurisdiction ICSID vis vis bilateral investment treaties States concerns about the partiality of arbitrators in favour of investors applicable laws under the ICSID Convention fact finding rules conflicting interpretations of ICSID Convention provisions interaction of foreign investment and economic development value of ICSID awards in the light of EU law annulment of ICSID awards effects of denunciation Bolivia Ecuador Venezuela and non contracting States Russia Brazil India attribution of conduct of State owned enterprises SOEs counterclaims guarantees against political risk and allocation of costs As a detailed response to the question whether ICSID has contributed as promised to an improvement in the investment climate and promoted the flow of private foreign capital and as an assessment of the present and future feasibility of the ICSID system for the resolution of investment disputes by arbitration and conciliation this book has no peers Considering the current crisis of investment law the book s immediate value not only to investors and their counsel but also to practitioners and academics in the field of investment law and arbitration and public international law cannot be overstated Dr Crina Baltag is the author of Kluwer s 2012 book *The Energy Charter Treaty The Notion of Investor and the Associate Editor of Kluwer Arbitration Blog*

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