

Course Code: 23MB2C03  
**BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY  
 &SCIENCE(AUTONOMOUS)**

*II-MBAI-Semester Model Paper (BR23), OCT - 2024*

**HUMAN CAPITAL MANAGEMENT(MBA)**

Time: 3 hours

Max. Marks: 70

**PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)**

**All Questions Carry Equal Marks**

**PART - B Compulsory (1 x 10 = 10 Marks)**

**PART -A**

<b>UNIT-I</b>		<b>Marks</b>	<b>CO</b>	<b>BL</b>
1.a	Define human capital. mention the nature and role of human capitals	6M	C215.1	L1
1.b	Explain the human capital models in detail.	6M	C215.1	L2
2.a.	Give the concept of organised labour. Also determine the evolution of organised labour	6M	C215.1	L1
2.b.	What do you mean by labour market ?describe the growth of labour market in india in the globalised setting	6M	C215.1	L1

<b>UNIT-II</b>		<b>Marks</b>	<b>CO</b>	<b>BL</b>
3.a)	What do you mean by HR accounting ?describe the advantages and disadvantages of HR accounting.	6M	C215.2	L2
b)	Explain the various types of measurement in monetary and non-monetary methods	6M	C215.2	L3
4.a)	Describe the capitalisation of historical cost model .mention the types of historical method.	6M	C215.2	L2
b)	Explain the various types of costs of production. How to calculate the cost?	6M	C215.2	L3

<b>UNIT-III</b>		<b>Marks</b>	<b>CO</b>	<b>BL</b>
5.a)	Describe Hermanson's unpurchased goodwill method and hermonson's adjusted discount future wages model	6M	C215.3	L2
b)	Explain robbinson'shuman asset multiplier method and watson'sreturn on efforts employed method	6M	C215.3	L3
6.a)	What do you mean by morse's net benefit method?mention the steps involved in net benefit model as suggested by morse	6M	C215.3	L1
b)	Describe the recent trends in field of human capital accounting	6M	C215.3	L2

<b>UNIT-IV</b>		<b>Marks</b>	<b>CO</b>	<b>BL</b>
7.a)	How to develop quality of work life? Give the objectives of QWL	6M	C215.4	L1
b)	illustrate the functions of various schemes of worker's participation in management	6M	C215.4	L3
8.a)	Explain the types of Employee engagement . Also mention the benefits of employee engagement	6M	C215.4	L3

b)	What is employee empowerment ?mention the various types of employee empowerment	6M	C215.4	L1
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UNIT-V		Marks	CO	BL
9.a)	Define industrial accidents.mention the various types	6M	C215.5	L1
b)	Describe the causes of industrial accidents also mention the prevention of industrial accidents	6M	C215.5	L2
10.a)	Define social security . explain the types of social security measurement in India	6M	C215.6	L3
b)	What is industrial health?mention the objectives and aspects of industrial health	6M	C215.6	L1

**PART – B**

CASE STUDY		Marks	CO	BL
11	<p>.workplace discipline</p> <p>EGL is a professionally managed company with a fair record of labour-management relations. Its headquarters are located in Nehru Place, New Delhi. It houses about 500 employees in three floors. One day, a senior manager in the human resource department observed that a few women employees were washing their hands after lunch at the water cooler in the third floor. The manager immediately reported the matter to his supervisor, who got a notice put up and circulated it to all employees. It reads as follows:</p> <p>&amp;gt; It was observed that some employees are washing their hands at the water cooler. Water coolers are for dispensing drinking water. They are not meant for cleaning hands and utensils. Appropriate action will be taken against anyone seen washing their hands/utensils at the water coolers.</p> <p>The same evening a few employees barged into the concerned officer's room and told him, "With no wash rooms and washing basins in the third floor and no lift in the building, what else do you expect us to do? Use the stationery?" Over the next two days, more and more people started making liberal use of the water cooler for the purpose of washing their hands and even utensils. The subject was discussed over the next few days with passion, animation, and animosity.</p> <p><b>Questions:</b></p>	10M	C215.5	L4
a	a) Is the case above one of grievance or of indiscipline?			
b	b) What is the root cause of the problem? What is the solution?.			