

## CASE STUDY-6.1

### Question:

Alpha Enterprises is a company manufacturing water geysers. The company has a functional structure with four main functions-Production, Marketing, Finance and Human Resource. As the demand for the product grew, the company decided to hire more employees. Identify the concept which will help the Human Resource Manager in deciding the actual number of persons required in each department.

**(CBSE 2017) 1 mark**

**Question:**

Bhagwati Enterprises is a company engaged in the marketing of air-conditioners of a famous brand. The company has a functional structure with the four main functions– Purchase, Sales, Finance and Staffing. As the demand for the product grew, the company decided to recruit more employees. Identify the concept which will help the Human resource Manager to find out the number and type of personnel available so that he could decide and recruit the required number of persons for each department.

**(CBSE 2017) 1 mark**

## CASE STUDY-6.3

### **Question:**

Mr. Murthy is the Human Resource Manager Jai Hind Hospital in Vellore. He has to appoint nurses for the hospital. Since patients in the hospital are of different types, he wants to find out the candidates' maturity and emotions in dealing with the patients. He also wants to know about the candidates' ability to make decisions.

Explain two types of tests that Mr. Murthy can use to meet his requirements.

**(CBSE 2017) 4 marks**

## CASE STUDY-6.4

### Question:

The IT major GIPRA is terminating the employment of its senior managers, if after evaluating their performance against pre-determined standards if it is found lacking. With this disruption analysts say a large portion of the employees may become irrelevant unless they learn new skills and apply the knowledge to work on emerging technologies. GIPRA is ready to facilitate employee learning, through its in-house centers.

- A. Name the function of management performed by GIPRA to maintain a satisfactory work force.
- B. Identify and explain the two steps in the process of the function of management discussed above.
- C. Also state any two steps of the function of management discussed, that the firm had to perform before performing the above steps.

**(CBSE SQP 2018) 6 marks**

## CASE STUDY-6.5

### Question:

Zenith Ltd. is a highly reputed company and many people wanted to join this company. The employees of this organisation are very happy and they discussed how they came in contact with this organisation.

Aman said that he was introduced by the present Sales manager, Mr. John.

Benu said that he had applied through the newspaper and was appointed as H.R Manager.

Vaibhav said that he was neither related to any of the employee of the organisation nor there was any advertisement in the newspaper even then he was directly called from IIM Ahmedabad from where he was about to complete his MBA.

- (a) The above discussion is indicating an important function of management. Name the function of management
- (b) The management function identified in part (a) follows a particular process. Explain the step of this process which is being discussed in the above para.
- (c) Identify the sources of recruitment by quoting the lines from the above para.

## CASE STUDY-6.7

### **Question:**

The workers of a factory remain idle because of lack of knowledge of hi-tech machines. Frequent visit of engineer is made which causes high overhead charges. Suggest the method of training that should be given to the employees. Explain.

**3 marks**