MBA
(SEM II) THEORY EXAMINATION 2018-19
HUMAN RESOURCE MANAGEMENT

Time: 3 Hours   *Total Marks: 100*

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1.   Attempt *all* questions in brief.   **2 x 10 = 20**

Q no.	Question	Marks	CO
a.	What does a Human Resources Professional do?	2	1
b.	What do you mean by Human Resource Planning (HRP)?	2	1
c.	What is the concept of Recruitment?	2	2
d.	Define the concept of work safety.	2	2
e.	Briefly elaborate 360 degree of appraisal system.	2	3
f.	Define induction.	2	3
g.	What are the main objectives of HRD?	2	4
h.	Define SHRM.	2	4
i.	What do you mean by HRP?	2	5
j.	Define Separation.	2	5

SECTION B

2.   Attempt any *three* of the following:

Q no.	Question	Marks	CO
a.	What were the major factors which led to the emergence of human resource management?	10	1
b.	What were the major factors which led to the emergence of human resource management?	10	2
c.	Identify and discuss the learning principles to consider when designing a training program.	10	3
d.	What are the modern techniques used in interviews in the selection process?	10	4
e.	"Training programmes are helpful to avoid obsolescence" Discuss.	10	5

SECTION C

3.   Attempt any *one* part of the following:

Q no.	Question	Marks	CO
a.	What are the approaches of the SHRM? Discuss the Benefits and barriers to SHRM.	10	1
b.	Describe the concept and the goals of the selection process. . What are the main components of the application documentation?	10	1

4.   Attempt any *one* part of the following:

Q no.	Question	Marks	CO
a.	Discuss the process of performance appraisal? Narrate various limitations of performance appraisal system.	10	2
b.	Describe the features of efficient compensation systems. Describe the main features of the financial and non-pecuniary components of full scale rewarding.	10	2

5.   Attempt any *one* part of the following:

Q no.	Question	Marks	CO
a.	Discuss the importance of training in industry and elaborate how training helps in career planning?	10	3
b.	Explain the cultural variables and its categories of cross-culture variables in International HRM.	10	3

6.   Attempt any *one* part of the following:

Q no.	Question	Marks	CO
a.	What is Industrial Relations (IR)? How collective Bargaining helps in improving IR?	10	4
b.	Write Short notes on – (a) Ethics of performance management (b) Demotion and Separation	10	4

7.   Attempt any *one* part of the following:

Q no.	Question	Marks	CO
a.	Define Job Analysis, Job Description and Job Specification. Discuss the relationship between the three. Explain the process for evaluating jobs with suitable examples.	10	5
b.	Define linking of HRM with TQM & productivity. What are the barriers to strategic HRM?	10	5