

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 1166

Roll No.

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M.B.A.

(SEM. I) ODD SEMESTER THEORY

EXAMINATION 2013-14

HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Total Marks : 100

SECTION—A

Attempt all ten parts in 50-75 words. All questions carry equal marks. (2×10=20)

1. (a) What is the difference between training and development ?
- (b) What are the steps involved in the process of Job Analysis ?
- (c) What is Human Resource Planning ?
- (d) Discuss various types of Welfare Activities.
- (e) Explain the ethical issues involved in HR.
- (f) What are non monetary benefits ?
- (g) What are the Prerequisites for an Effective Incentives System ?
- (h) What is the difference between Lay-off and Retrenchment ?

- (i) Write a short note on HRM environment.
(j) Why Strategic HRM is necessary in the organizations ?

SECTION—B

Answer any **three** of the following questions in not more than **200** words. (10×3=30)

2. (a) What do you mean by 'Human Resource Management' ? What are its core elements ? Briefly discuss the emerging challenges for HR Managers.
- (b) Explain the concept of Performance Appraisal. Describe the modern methods of Performance Appraisal.
- (c) What do you mean by 'Recruitment' ? How does it differ from selection ? Also state the steps involved in the recruitment process.
- (d) "Performance based wage structure can be adopted in India"— Comment on why and why not ?
- (e) What do you mean by Welfare Measures ? Explain the various Welfare Measures Inside and Outside the Work Place.

SECTION—C

Answer the following questions in not more than **500** words. (10×5=50)

3. Write short notes on the following :—

- (a) Human Resource Policy.
(b) Evolution of HRM.

OR

Explain the concept of Personnel Management. Differentiate between Personnel Management and Human Resource Management.

4. What is Job Design ? What are the various factors affecting the job design ? Explain the process of Job design.

OR

“Manpower planning is the process of estimating the requirement of manpower.” Explain this statement by giving process of manpower planning in detail.

5. Briefly describe the various steps involved in designing a Training and Development Program of an Organization. Explain with an illustration.

OR

Elaborate various methods of employee's separation.

6. Examine the components of compensation package and explain how compensating system can improve employees morale and productivity in Indian organizations.

OR

What is Job Evaluation ? Explain why it is necessary to undertake Job Evaluation. Illustrate with examples the different methods of Job Evaluation and how each of them is used to design the remuneration package in modern organizations.

7. What do you mean by HR Audit ? Discuss the approaches of HR Audit.

OR

Some welfare facilities are provided by Government some by Trade Unions and some by Voluntary Agencies. Comment.