

MBA
(SEM II) THEORY EXAMINATION 2017-18
HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Total Marks: 70

- Note:** 1. Attempt all Sections. If require any missing data; then choose suitably.
2. Be precise in your answer.

SECTION A

1. Attempt *all* questions in brief. **2 x 7 = 14**
- a. Differentiate Job Description with Job Specification.
 - b. Differentiate between Human Resources Management with Personnel Management
 - c. What are the main objectives of HRD?
 - d. HRM is not restricted to hiring and firing of people. Comment.
 - e. What is an exit interview?
 - f. Explain Strategic Human Resource Planning.
 - g. Explain 360 Degree Appraisal System

SECTION B

2. Attempt any *three* of the following: **7 x 3 = 21**
- a. "Recruitment is generating applications while selection is choosing some of them" – Discuss.
 - b. What are the reasons for growing usages of external training in present-day organizations?
 - c. What do you mean by Job Design? Write process and importance of Job Analysis.
 - d. Explain the steps in selection process for hiring middle level manager.
 - e. Briefly discuss the emerging challenges for HR Manager.

SECTION C

3. Attempt any *one* part of the following: **7 x 1 = 7**
- (a) Explain Job Evaluation and its importance. Illustrate with examples the different methods of Job Evaluation.
 - (b) Explain the functions of HRM. Discuss the nature and scope of HRM.
4. Attempt any *one* part of the following: **7 x 1 = 7**
- (a) What is employee safety? How is safety disrupted? Explain
 - (b) What are the objectives of human resource planning? Illustrate with examples the process of HR planning at enterprise level.
5. Attempt any *one* part of the following: **7 x 1 = 7**
- (a) Differentiate between Training and Development. "Successful development requires top management support and an understanding of the relationship of development to other HR activities". Discuss
 - (b) "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance" Discuss the statement. Also discuss the modern methods of performance appraisal.

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

7 x 1 = 7

- (a) What are the monetary and non-monetary incentives? Explain various individual and group incentives plans. What are the advantages and problems with wage incentives?
- (b) Explain emerging dimension in International HRM. Elaborate, how HRM deals in international cultural differences.

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

7 x 1 = 7

- (a) “The role of HR Manager is only in hours of crises”. Comment in light of the roles and functions of HR Manager.
- (b) Define the term ethics. Trace the sources of ethics. Why is ethics important in HRM practices? Explain the various HR ethical issues.

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