

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

PAPER ID :**Roll No.**

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M.A.M.**Theory Examination (Semester-IV) 2015-16****HUMAN RESOURCE MANAGEMENT****Time : 3 Hours****Max. Marks : 100****SECTION A****1. Answer all ten questions in 50-75 words. All questions carry equal marks. (2*10=20)**

- Differentiate recruitment with selection.
- What is Golden Handshake
- What is 360 degree performance appraisal?
- Differentiate Human Resource Management and Personnel Management.
- What is Fringe Benefit?
- What is Job description?
- What do you mean by HR accounting?
- Explain living wage system?
- What could be the advantages of promotion?
- Explain limitations of Internal Source of Recruitment.

SECTION B**2. Answer any five of the following questions in not more than 200 words. (10*5=50)**

- What do you mean by Human Resource Management. Differentiate this with Strategic Human Resource Management.
- What is Employees Grievance Handling Mechanism? Explain.
- What is the role of a Human Resource Manager?
- What are the sources of recruitment from within the organization?
- What are the statutory components of employee compensation in India? Explain
- How important is compensation plan in determining employee motivation?
- What are the contents of an employment offer letter?
- Why is the importance of training in Human Resource Management?

SECTION C**Answer any two of the following questions in not more than 500 words.****(15*2=30)**

3. Why are employees in the organizations called as human resource? What has been the reason for shift in the concept from Personnel Management to Human Resource Management

OR

“When no two persons on the earth can be same, how can there be standard principles. for managing them.”
Critically comment

4. “Salary is part of hygiene factor in determining the motivation and morale of employees which with its presence does not ensure performance but whose absence does ensure that there is no performance”.
Comment

OR

Design an induction program for newly recruited sales people in an organized retail super store.

5. Write short notes on any two of the following:

- Importance of Industrial Relations
- Techniques of Employee Retention
- Human Resource Planning
- Human Resource Information system