



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

PAPER ID : 293403

Roll No.

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MAM

(SEM. IV) THEORY EXAMINATION, 2014-15 HUMAN RESOURCE MANAGEMENT

Time : 3 Hours]

[Total Marks : 100

- Note:**
- (1) Attempt all questions.
 - (2) All questions carry equal marks.

PART - I

- 1 Attempt **any four** of the following : **5×4=20**
- (a) Why is it correct to say that all managers are involved in HRM function?
 - (b) Distinguish between job description and job specification.
 - (c) In what way can effective HR contribute to profits?
 - (d) Define the 'HRM'. State the objectives and benefits of HRM.
 - (e) What are the various sources of recruitment?
 - (f) Define 'HRP'. Describes its characteristics and objectives.

PART - II

2 Attempt **any Two**. **10×2=20**

- (a) Discuss the objectives of HRM. Describe the functional role of HR manager in achieving organisational goals.
- (b) Describe the nature and scope of personnel function in an organisation. What are the indicators of its working in an organisation?
- (c) What are the roles and responsibility of HR Manager.

3 Attempt **any Two**. **10×2=20**

- (a) HRD is nothing but looking at the development of manpower of an organisation in the light of its requirements. Comment.
- (b) What is the job analysis? Explain the objectives and any two methods of job analysis.
- (c) What do you mean by recruitment? Discuss the sources of recruitment.

4 Attempt **any Two**. **10×2=20**

- (a) What do you mean by Performance appraisal? Explain any two methods of PA.
- (b) "The higher the position an employee occupies in an organisation, the easier it is to appraise his or her performance objectively. Do you agree or disagree? Discuss.
- (c) Explain HRP in detail.

5 Attempt **any Two**.

10×2=20

- (a) Training vs development
 - (b) Recruitment vs selection
 - (c) Selection process
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