



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

PAPER ID : 270232

Roll No.

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M. B. A.

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

Time : 3 Hours]

[Total Marks : 100

1 Answer all parts of this question in 50-75 words each. All parts carry equal marks : **10×2=20**

- (1) Differentiate between Human resource management and Personnel management.
- (2) HRM is not restricted to hiring and firing of people. Comment.
- (3) What is e-Recruitment and e-selection?
- (4) Differentiate job description and job specification.
- (5) What is induction?
- (6) What is an exit interviews?
- (7) What are the essentials of sound promotional policy ?
- (8) Differentiate between living wage and fair wage.
- (9) What do you understand by the term Job evaluation?
- (10) What are the various objectives of employee welfare program?

2 Answer **any three** parts of this question in **3×10=30**
100-200 words each.

- (1) Explain historical context of the development of personnel Management. Also explain evolution and development of HRM in India.
- (2) Explain the meaning of HR planning. What are the factors that affect HR Planning? How it could be made effective?
- (3) What is meaning and purpose of a training program? Write benefits of a training program.
- (4) What are fringe benefits? What are its advantages and types?
- (5) Explain the need and importance of employee welfare programs. What are the various types of employees' welfare activities taken up by the organizations ?

3 Answer the following questions in 300-500 **5×10=50**
words each.

- (1) Explain briefly the functions of HRM. Discuss the nature and scope of HRM.

OR

- (1) What do you understand by term human resource policy? Explain its importance in the organizations. Explain the various characteristics of a good human resource policy.
- (2) Define recruitment. What are the internal and external sources of recruitment?

OR

- (2) What is selection? What are the steps involved in selection process? Explain important interview techniques used for selecting supervisory and managerial staff.
- (3) Explain the steps usually considered for designing a training program. Discuss few methods of training.

OR

- (3) What do you understand by terms Promotion, Demotion and Transfer? What are different types of transfer? What are the various essential of a good transfer policy?
- (4) What are the monetary and non-monetary incentives? Explain various individual and group incentives plans. What are the advantages and problems with wage incentives?

OR

- (4) What are the objectives of performance appraisal? Discuss the process and uses of performance Appraisal system.
- (5) Write Short Notes on **any two**:
 - (a) Human Resource Audit
 - (b) Ethical issues in HRM
 - (c) Intra mural and extra mural welfare facilities.
 - (d) Management by objectives.