M. B. A.

(SEM. II) EXAMINATION, 2006-07

HUMAN RESOURCE MANAGEMENT

Time : 3 Hours] [Total Marks : 100

Note : (1) Attempt all questions.
(2) The figures in right margin indicate the marks.

1 Answer any four of the following in about 5x4=20 250 words each :
i. Define human resource management. Discuss functions and objectives of HRM.
ii. What do you mean by job analysis? What are its uses?
iii. Explain the recruitment process.
iv. Discuss various factors which influence the selection process.
v. Write note on sensitivity training.
vi. Discuss the methods of appraisal.

2 How can organization develop human resource plans, when there are many rapidly changing environmental factors over which manager have little or no control.

OR

2 Explain the internal sources and external sources of recruitment.

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3 (a) Explain the meaning of compensation and discuss various factors affecting the employee compensation in corporate world.
(b) Discuss various types of incentive systems.

OR

3 a) Describe the various methods for achieving employee participation. Suggest a suitable method for application to Indian conditions.
b) Explain the need for and ways of ensuring employees health.

4 a) What is the meaning of ‘TRADE UNION’? Discuss the reasons, due to which employees join unions.
b) What is grievance procedure? Explain its merits and demerits.

OR

4 a) Explain various aspects of industrial discipline. Discuss principles of industrial discipline.
b) Do you think participative management is not successful in our country? Explain with suitable examples.

5 Write short notes on any two of the following:
a) Importance of training and development
b) Methods of job evaluation
c) Obstacles that restricts the growth of collective bargaining in India.
d) Advantages and limitation of incentives.

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