

12023

MBA 2nd Year 2nd Semester (CBCS) 2016-17

Examination, May-2018

HUMAN RESOURCE MANAGEMENT

Paper- 16IMG22C3

Time allowed : 3 hours]

[Maximum marks : 80

Note : This paper consists of two sections (Section-A and B). Section-A is compulsory and carrying questions of two marks each and Section-B consist eight questions. The students shall be required to attempt four questions from Section-B selecting one question from each unit. All questions carry equal marks.

Section-A

1. (a) Define the term HRM.
- (b) Discuss the importance of HRM.
- (c) Explain the long term perspective of human resource planning.
- (d) How to conduct Job Analysis ? Explain with example.
- (e) What is human resource planning ?
- (f) Define Training and Development.

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- (g) What is human resource accounting ?
 (h) Discuss employee grievances.

Section-B

Unit-I

2. What do you mean by HRM in changing environment ? Define its process.
3. Why is it important for HR management to evolve from the administrative and operational role to the strategic one ?

Unit-II

4. Discuss various techniques used in human resource planning.
5. What do you understand by the term training ? How it help an employee's performance at his workplace ?

Unit-III

6. Why employee performance mechanics system is important for an organization ? Describe its objectives and scope.
7. Define the skills required to design an effective compensation package for Indian organizations.

Unit-IV

8. What is outsourcing ? What kinds of skills are required for HR personnel to make it a success in the present business environment ? Discuss.
9. Describe the importance of HR audit in a business organization. Explain its objectives and process.