

MBA
(SEM II) THEORY EXAMINATION 2023-24
HUMAN RESOURCE MANAGEMENT

M.MARKS: 100

TIME: 3 HRS

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt all questions in brief. **2 x 10 = 20**

Q no.	Question	Marks	CO
1	Explain the main objectives of HRD.	02	1
2	Define Strategic HRM.	02	1
3	Differentiate between Job Description and Job Specification.	02	2
4	What do you mean by Human Resource Planning (HRP)?	02	2
5	Define Transfer.	02	3
6	Briefly elaborate 360 degree Performance Appraisal System.	02	3
7	Define Compensation.	02	4
8	What is Fringe Benefit?	02	4
9	Define Industrial Relations.	02	5
10	What is International Human Resource Management (IHRM)?	02	5

SECTION B

2. Attempt any three of the following: **3 x 10 = 30**

a.	Briefly discuss the emerging challenges for an HR Manager.	10	1
b.	Explain the various stages involved in the selection process of candidates for jobs in an organization.	10	2
c.	Discuss the significance of Training in Industry and its contribution in Career Planning.	10	3
d.	Explain the causes of poor Industrial Relations in India. Suggest measures for improving Industrial Relations.	10	4
e.	State the various legal provisions for Industrial Safety.	10	5

SECTION C

3. Attempt any one part of the following: **1 x 10 = 10**

a.	Explain the functions of HRM. Discuss the nature and scope of HRM.	10	1
b.	What are the approaches of the SHRM? Discuss the benefits and barriers to SHRM.	10	1

4. Attempt any one part of the following: **1 x 10 = 10**

a.	Discuss the challenges faced in HRP. How can these problems be resolved?	10	2
b.	Discuss the various sources of Recruitment and the latest trends in Recruitment.	10	2

5. Attempt any one part of the following: **1 x 10 = 10**

a.	Discuss the process of Performance Appraisal and various methods of Performance Appraisal. https://www.aktuonline.com	10	3
b.	What are the various methods and types of Training given to an Employee in an Organization?	10	3

6. Attempt any one part of the following: **1 x 10 = 10**

a.	What is Compensation Management? Explain the important components of Employee Compensation.	10	4
b.	Explain the various internal and external factors affecting Employee Compensation.	10	4

7. Attempt any one part of the following: **1 x 10 = 10**

a.	Explain the emerging dimensions in IHRM. Explain the role of HRM in dealing with international cultural differences.	10	5
b.	Discuss the various measures and policies for Employee Safety at Work practiced by an Organization.	10	5