

MBA
(SEM II) THEORY EXAMINATION 2018-19
HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Total Marks: 100

Note: 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 |
|-------|--|-------|----|
| a. | | 2 | 1 |
| b. | What do you mean by Human Resource Planning (HRP)? | 2 | 1 |
| c. | What is the concept of Recruitment? | 2 | 2 |
| d. | Define the concept of work safety. | 2 | 2 |
| e. | Briefly elaborate 360 degree of appraisal system. | 2 | 3 |
| f. | Define induction. | 2 | 3 |
| g. | What are the main objectives of HRD? | 2 | 4 |
| h. | Define SHRM. | 2 | 4 |
| i. | What do you mean by HRP? | 2 | 5 |
| j. | Define Separation. | 2 | 5 |

SECTION B

2. Attempt any *three* of the following:

| Q no. | Question | Marks | CO |
|-------|--|-------|----|
| a. | What were the major factors which led to the emergence of human resource management? | 10 | 1 |
| b. | What were the major factors which led to the emergence of human resource management? | 10 | 2 |
| c. | <u>Identify and discuss the learning principles to consider when designing a training program.</u> | 10 | 3 |
| d. | What are the modern techniques used in interviews in the selection process? | 10 | 4 |
| e. | “Training programmes are helpful to avoid obsolescence” Discuss. | 10 | 5 |

SECTION C

3. Attempt any *one* part of the following:

| Q no. | Question | Marks | CO |
|-------|---|-------|----|
| a. | What are the approaches of the SHRM? Discuss the Benefits and barriers to SHRM. | 10 | 1 |
| b. | Describe the concept and the goals of the selection process. . What are the main components of the application documentation? | 10 | 1 |

4. Attempt any one part of the following:

| Q no. | Question | Marks | CO |
|-------|--|-------|----|
| a. | Discuss the process of performance appraisal? Narrate various limitations of performance appraisal system. | 10 | 2 |
| b. | Describe the features of efficient compensation systems. Describe the main features of the financial and non-pecuniary components of full scale rewarding. | 10 | 2 |

5. Attempt any one part of the following:

| Q no. | Question | Marks | CO |
|-------|---|-------|----|
| a. | Discuss the importance of training in industry and elaborate how training helps in career planning? | 10 | 3 |
| b. | Explain the cultural variables and its categories of cross-culture variables in International HRM. | 10 | 3 |

6. Attempt any one part of the following:

| Q no. | Question | Marks | CO |
|-------|---|-------|----|
| a. | What is Industrial Relations (IR)? How collective Bargaining helps in improving IR? | 10 | 4 |
| b. | Write Short notes on – (a) Ethics of performance management (b) Demotion and Separation | 10 | 4 |

7. Attempt any one part of the following:

| Q no. | Question | Marks | CO |
|-------|---|-------|----|
| a. | Define Job Analysis, Job Description and Job Specification. Discuss the relationship between the three. Explain the process for evaluating jobs with suitable examples. | 10 | 5 |
| b. | Define linking of HRM with TQM & productivity. What are the barriers to strategic HRM? | 10 | 5 |

CORRECTION MORNING 01.06.19 KMB202/ KMT202

**Kindly read question 1(i) as
Q1(i) Explain discipline Process.**

**Kindly read question 2(b) as
Q2(b) Describe in detail about Demand Forecasting for
manpower planning.**