



Roll No:

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

TIME: 3 HRS

M.MARKS: 100

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

SECTION A

2 x 10 = 20  
Marks CO

1. Attempt all questions in brief.

Question	Marks	CO
Explain the main objectives of HRD.	02	1
Define Strategic HRM.	02	1
Differentiate between Job Description and Job Specification.	02	2
What do you mean by Human Resource Planning (HRP)?	02	2
Define Transfer.	02	3
Briefly elaborate 360 degree Performance Appraisal System.	02	3
Define Compensation.	02	4
What is Fringe Benefit?	02	4
Define Industrial Relations.	02	5
What is International Human Resource Management (IHRM)?	02	5

SECTION B

3 x 10 = 30

2. Attempt any three of the following:

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

1 x 10 = 10

3. Attempt any one part of the following:

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.	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 IHRM 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