



Printed Pages : 2

MBA – 203

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7046

Roll No.

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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 **5×4=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. **20**

OR

2 Explain the internal sources and external sources of recruitment. **20**

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[Contd...

- 3 (a) Explain the meaning of compensation and discuss various factors affecting the employee compensation in corporate world. 10
- (b) Discuss various types of incentive systems. 10

OR

- 3 a) Describe the various methods for achieving employee participation. Suggest a suitable method for application to Indian conditions. 10
- b) Explain the need for and ways of ensuring employees health. 10

- 4 a) What is the meaning of 'TRADE UNION'? Discuss the reasons, due to which employees join unions. 10
- b) What is grievance procedure? Explain its merits and demerits. 10

OR

- 4 a) Explain various aspects of industrial discipline. Discuss principles of industrial discipline. 10
- b) Do you think participative management is not successful in our country? Explain with suitable examples. 10

- 5 Write short notes on any **two** of the following : 10+10=20
- 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.