Printed Pages : 1 **Roll No.** ⬚⬚⬚⬚⬚⬚⬚⬚⬚⬚⬚ **NMBA021**

MBA
THEORY EXAMINATION (SEM–II) 2016-17
MANAGING HUMAN RESOURCES

Time : 3 Hours   *Max. Marks : 100*

Note : *Be precise in your answer. In case of numerical problem assume data wherever not provided.*

SECTION – A

1. **Explain the following:**   **10 x 2 = 20**
    - **(a)** What is the difference between Recruitment and Selection?
    - **(b)** What is Human Resource Planning?
    - **(c)** What are the main objectives of HRD?
    - **(d)** What is Succession Planning?
    - **(e)** Differentiate between living wage and fair wage?
    - **(f)** What are the methods of employee welfare?
    - **(g)** Explain the ethical issues involved in HR?
    - **(h)** What is the difference between Job enlargement and enrichment?
    - **(i)** What are Fringe Benefits?
    - **(j)** What is the importance of strategic HRM in organizations?

SECTION – B

2. **Attempt any five of the following questions:**   **5 x 10 = 50**
    - **(a)** What are HR demand forecasting techniques? Explain with examples.
    - **(b)** What do you mean by 'Recruitment'? How does it differ from selection? Also state the steps involved in the recruitment process.
    - **(c)** What do you mean by 'Human Resource Management'? What are its core elements?
    - **(d)** Briefly discuss the emerging challenges for HR Managers.
    - **(e)** What are the modern techniques used in interviews in the selection process.
    - **(f)** "The recent trends of the organizations are to outsource the HR activities to a third party." Discuss the advantages of such types of outsourcing.
    - **(g)** Explain the concept of Performance Appraisal. Describe the modern methods of Performance Appraisal.
    - **(h)** What are the methods of employee's separation?

SECTION – C

Attempt any two of the following questions: **2 x 15 = 30**
3. What is Job Evaluation? Explain the importance of Job Evaluation in organization. Illustrate with examples the different methods of Job Evaluation.
4. Examine the components of compensation package and explain how compensating system can improve employees' morale and productivity in Indian organizations.
5. What are the approaches of HR Audit? Explain it with example.