Paper Id: | 193268 | Roll No. ☐☐☐☐☐☐☐☐☐☐☐

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

Time: 3 Hours   *Total Marks: 70*

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

SECTION A

1.   Attempt *all* questions in brief.   **2 x 7 = 14**
   (a)   Define HRM.
   (b)   What do you mean by Job Enlargement?
   (c)   Distinction between Training and Education.
   (d)   Discuss appraisal interview.
   (e)   How internal sources of recruitment are different from external sources?
   (f)   Explain reasons for interest in career planning.
   (g)   Define applicant blank.

SECTION B

2.   Attempt any *three* of the following: **7 x 3 = 21**
   (a)   Explain how HR practices get aligned with corporate strategies.
   (b)   "Job rotation, job enlargement and job enrichment are simply attempts by managers to avoid individuals at work". Comment.
   (c)   Discuss the relationship between selection, recruitment and job analysis.
   (d)   As a frontline supervisor, what indicators would you need in order to decide whether a low-performing subordinate was a selection mistake or merely needs training? Can you illustrate this dilemma with an example?
   (e)   Discuss different career anchors and need of succession planning.

SECTION C

3.   Attempt any *one* part of the following: **7 x 1 = 7**
   (a)   What do you mean by Human Resource Management? What are its objectives?
   (b)   Discuss contemporary issues in HRM.

4.   Attempt any *one* part of the following: **7 x 1 = 7**
   (a)   What is Job Analysis? What steps are involved in the preparation of Job Analysis?
   (b)   Explain factors affecting human resource planning. What is the importance of HRP?

5.   Attempt any *one* part of the following: **7 x 1 = 7**
   (a)   Discuss various constraints and challenges associated with recruitment process.
   (b)   Define selection. Explain the process of selection.

6.   Attempt any *one* part of the following: **7 x 1 = 7**
   (a)   What is training? Discuss the steps required in developing a training program.
   (b)   Discuss 360-degree appraisal method.

7.   Attempt any *one* part of the following: **7 x 1 = 7**
   (a)   Explain career planning process.
   (b)   Discuss indicators of potential appraisal report.