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Total number of printed pages – 2

MBA
MGT 203

Second Semester Regular Examination – 2015

HUMAN RESOURCE MANAGEMENT

BRANCH : MBAR

QUESTION CODE : J 295

Full Marks – 70

Time : 3 Hours

*Answer Question No. 1 which is compulsory and any **five** from the rest.
The figures in the right-hand margin indicate marks.*



1. Answer the following questions :

2×10

- (a) What do you understand by human resource management and why is it needed ?
- (b) Human resource is old wine in new bottle - Comment.
- (c) "In the present scenario, HR managers perform a variety of responsibilities", List them.
- (d) Define strategic human resource management. List the benefit it offers.
- (e) Contrast the structured and unstructured forms of interview.
- (f) What are the different forms of error encountered in performance appraisal ?
- (g) Job analysis comprises three distinct components, Name and define them.
- (h) Bring out the differences between training and development.
- (i) What are bases on which promotion be made ?
- (j) What do you mean by talent management ?

P.T.O.

2. What are the various sources of recruitment ? Discuss their relative merits and demerits 10
3. Human resource planning is a pre requisite for effective Management of human resources of an organization. Is it true ? Explain the human resource planning process in detail. 10
4. 'It is vitally important that management should have a policy with respect to training and that this policy should be well defined and clear cut', Elaborate the statement. Discuss various methods of training and the important considerations in evaluating training effectiveness. 10
5. "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance". In light of the above statement briefly discuss the need, objectives and uses of performance appraisal. In your opinion, how often should an employee be evaluated and by whom ? 10
6. Industrial unrest is similar to a disease that demands cure and prevention rather than suppression. Do you agree ? Justify your answer. What are the objectives of good Industrial relations ? Suggest few steps to promote Industrial harmony in India. 10
7. Define wages. Differentiate between minimum wage, fair wage and living wage. Explain various methods of wage payment. 10
8. State very briefly the distinguishing features of job analysis, job description, job specification and job evaluation. What are the major objectives of job evaluation ? 10