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Total Number of Pages: 02

MBA
15MNG206

2nd Semester Regular/Back Examination 2016-17

HUMAN RESOURCE MANAGEMENT

BRANCH: MBA

Time: 3 Hours

Max Marks: 100

Q.CODE: Z668

**Q No 1 and 2 are compulsory and any four from the rest
The figures in the right hand margin indicate marks.**

Part – A (Answer all the questions)

- 1 **Answer the following questions:** (2x10)
- a) HRM is associated with the management of:
A) General people B) Financial Resources C) Organizational people
D) Community members
- b) _____ is the process of forecasting an organizations future demand for, and supply of, the right type of people in the right number.
A) Human Resource Planning B) Recruitments C) Human Resource Management D) Human Capital Management
- c) _____ is an objective assessment of an individual's performance against well defined benchmarks
A) Performance Appraisal B) HR Planning c) Information for goal identification
D) None of the above
- d) The poor quality of selection will mean extra cost on _____ and supervision.
A) Training B) Recruitment C) Work quality D) None of the above
- e) _____ refers to the process of identifying and attracting job seekers so as to build a pool of qualified job applicants.
A) Selection B) Training c) Recruitments d) Induction
- f) What is the alternate name for incentives
A) Gratuity B) Paid holidays c) Payments by result D). None of the above
- g) In career development, establishing career plans is included in _____
(A) Individual role B) manager role C) employer role D) line manager
- h) According to _____ since individuals with different sets of beliefs, attitudes and values constitute the workplace, conflict is inevitable
(A) Unitary perspective (B) Pluralist perspective
(c) Radical / Marxist perspective (D) Systems approach
- i) Which of the following measurement methods is similar to grading on a curve?
A) critical incident method B) forced distribution
C) graphic rating scale D) constant sums rating

j) Incentives depends upon _____

A) Productivity B) Sales C) Profit D) All of the above

Q2 **Answer the following questions:** (2x10)

- a) Explain the major objectives of HRM
- b) What is succession planning and how is it different from career planning?
- c) Recruitment is a positive process and selection is a negative process. Give reasons.
- d) Define selection ?What is its importance
- e) What does wage differential mean
- f) Explain the concept of expatriate
- g) What does competency mapping mean
- h) What are the major objectives of talent management
- i) What do you mean by career planning? What are the major bases of promotion. How does it differ from demotion
- j) What is meant by Strategic Human Resource Management

Q3 “As organizations become more global HRP becomes more important and complex.” In light of the above, explain the human resource planning process in detail (15)

Q4 What do you understand by employee compensation? What is the difference between time and piece wage methods? What is meant by wage differentials (15)

Q5 Examine the meaning and objectives of performance appraisal. What are the major problems that distort performance appraisal (15)

Q6 Recruitment process is often very strenuous, time consuming and expensive, but equally frustrating from the point of view of the employee and the organization. Suggest methods and tools which can improve the objectivity and satisfaction of recruitment process (15)

Q7 Industrial disputes are concrete manifestations of the element of conflict. Evaluate the statement. What does a registered trade union mean. Mention the conditions under which registration of a union may be cancelled (15)

Q8 “Training like any other HR function, should be evaluated to determine its effectiveness.” Explain. What are the benefits of training and development to employees? (15)