2ndSemester Regular Examination 2016-17
HUMAN RESOURCE MANAGEMENT
Branch: Industrial Engineering / Industrial Engineering and Management
Time: 3 Hours
Max Marks: 100
Q.CODE: Z822
Answer Question No.1 which is compulsory and any four from the rest.
The figures in the right hand margin indicate marks.
Use of statistical / Normal Table permitted. Assume any data if necessary

Q1		**Answer the following questions:**	(2 x 10)
	a)	What is of Human Resource Management?	
	b)	How do you distinguish HRM from Personnel Management?	
	c)	Explain briefly what is management by objectives?	
	d)	What is strategic human resource management (SHRM)?	
	e)	Why the conflicts arise between line and staff?	
	f)	Explain briefly the term "Collective Bargaining".	
	g)	Explain briefly the term "Worker's Participation in Management".	
	h)	Discuss briefly different types of organizational structures.	
	i)	Define reward. Mention different types of rewards?	
	j)	Explain briefly the term "Collective Bargaining".	
Q2	a)	Discuss importance of HRM to the organization and to all staff employed therein.	(7)
	b)	What are the attributes of a good HR manager?	(7)
	c)	Distinguish between hard HRM and soft HRM.	(6)
Q3	a)	Define "Human Resource Planning." Why is HR Planning more common among large organizations than among small ones?	(7)
	b)	Explain briefly the different methods of forecasting used in Human Resource Planning	(7)
	c)	What is Human Resource Information System (HRIS)? What activities does it help organizations to perform?	(6)
Q4	a)	Define recruitment and explain how it is different from selection. Discuss different methods of recruitment.	(10)
	b)	Explain any two traditional training methods with its advantages and disadvantages.	(10)

Q5	a)	What do you understand by performance evaluation? Explain the methods of performance evaluation.	(10)
	b)	Explain the barriers of communication and recommend methods to overcome barriers.	(10)

Q6	a)	Discuss the similarity and differences between commercial contract and employment contract.	(10)
	b)	A management sets the target of completing 72 jobs for each worker. The workers are promised to pay incentive according to Halsey 50-50 plan. The hourly wage rate is Rs 25/-.A worker, however could complete the whole task in 6 hours only. Calculate the total earning and hourly wage rate of a worker.	(10)

Q7   Write short notes on any four of the following   (4 x 5)
   a) Industrial Relations (IR)
   b) Performance appraisal
   c) Cost-benefit analysis for the selection decision
   d) Mathematical models in HRP
   e) Collective Bargaining