First Semester Regular/Back Examination-2015-16
HUMAN RESOURCES MANAGEMENT

Full Marks: 70 Time: 3 Hours
Q.CODE-T1194

Answer question no.1 which is compulsory and any five questions from the rest.
Figures in the right hand margin indicate marks.

Q.1 a) Explain briefly what is of Human Resource Management.2x10
      b) What are the attributes of a good HR manager?
      c) Explain briefly the term 'Job enlargement'
      d) What constitutes a successful team?
      e) Why the conflicts arise between line and staff? How to overcome it?
      f) Explainbriefly the term"Collective Bargaining".
      g) Explain briefly the term "Worker's Participation in Management".
      h) Discuss briefly different types of organizationalstructures.
      g) Discuss briefly different types of motivation.
      i) Explain briefly the term "Collective Bargaining".

Q.2 a) What is the role of Human Resource Management in service industries?.5+5
b)Discuss importance of HRM to the organization and to all staff employed therein.

Q.3 a) What is human resource planning? How does it relate to other HRM activities? 5+5
      b) What is HRIS? What activities do it organizations to perform?

Q.4a) Define Job Analysis, Job Description and Job Specification. Discuss   5+5
the relationship between the three..
.   b)What role the job descriptions and job specifications play in an effective
recruitmentprogramme?

Q.5   a) Define recruitment and differentiateit from selection. Discuss different methods 5+5
of recruitment.
       b) What are the goals of selections? What factors influence an organization's
choice of selection methods?

Q.6a) Discuss the techniques used for performance evaluation?   5+5
b) Why should analysis of an organization's training needs be performed
before any formal training is initiated?

Q.7a) Explain in detail various types of Incentive Plans.5+5
      b) Define "Industrial Relations (IR)." Discuss various aspects and features of IR.

Q.8   Write short notes on the following.   2.5x 4

     i.   On-the-job training
    ii.   Performance appraisal
   iii.   Career planning
   iv.   Mathematical models in HRP