

Registration No:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 1

M.TECH
IMPE101

1st Semester Regular/Back Examination – 2014

HUMAN RESOURCE MANAGEMENT

BRANCH(S): INDUSTRIAL ENGINEERING, INDUSTRIAL ENGINEERING & MANAGEMENT

Time: 3 Hours

Max Marks: 70

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



- Q1 Answer the following questions: (2 x 10)
- a) Define the concept of HRM, HRP and HRD
 - b) Objectives of HRIS
 - c) Discuss manpower approach to HRD
 - d) Illustrate benefits of MDP for an organizational
 - e) What are performance appraisal objectives?
 - f) Write down the significance of employee relationship management at work place
 - g) What is manpower redundancy? How to manage it?
 - h) Discuss the elements of Training need Analysis
 - i) Illustrate Job based pay vs individual based pay
 - j) Compensation vs reward
- Q2 a) Recruitment is a positive function, whereas selection is negative. (5)
Comment.
- b) Discuss the steps in selection process. (5)
- Q3 a) Write down the series of activities in HRP process. (5)
b) .Markov analysis (5)
- Q4 Write down different conflict management techniques in an organization (10)
- Q5 a) Performance appraisal error and how to avoid (5)
b) 360 degree appraisal. (5)
- Q6 a) States Various MDP programmes. (5)
b) What are the various characteristics of OD. (5)
- Q7 a) Lay-off vs retrenchment (5)
b) Job evaluation (5)
- Q8 Job analysis (Any Two) (5 x 2)
- a) Write down the contingency theory of wage
 - b) Fringe benefit
 - c) Discuss the types of barriers to change in an organisation
 - d) State different types of wage