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Total Number of Pages : 02

MBA
15MNG206

2nd Semester Regular / Back Examination 2017-18

HUMAN RESOURCE MANAGEMENT

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : C813

Q No 1 and 2 are compulsory and any four from the rest

The figures in the right hand margin indicate marks.

Answer all parts of a question at a place.

Q1 Answer the following questions:

(2 x 10)

- a) The meaning of the acronym HRM is :
- A) Human relations management B) Humanistic resource management
C) Human resource Management D) Human Recruitment management
- b) _____ is considered as a strategic activity
- A) Recruitment B) Productivity
C) Planning D) Designing
- c) _____ is defined as the record of outcomes produced on a specific job function or activity during a specific time period.
- A) Performance B) Work function
C) Evaluation D) None of the above
- d) _____ is the personnel activity by means of which the enterprise determines the extent to which the employee is performing the job effectively.
- A) Job evaluation B) Work evaluation
C) Performance evaluation D) All of the above
- e) a/an _____ is a plan or programmes to motivate individual or group performance.
- A) Incentive scheme B) Promotion scheme
C) Reward D) None of the above
- f) _____ can be defined as a written record of the duties, responsibilities and conditions of job.
- A) Job description B) Job specification
C) Job profile D) Job recording
- g) _____ appraisal done separately will provide feedback on the potential of these managers.
- A) Potential B) Performance
C) Managerial D) General
- h) Executive recruiters are also called _____
- A) Head hunters B) Staffers
C) Technical recruiter D) Employers
- i) HRM is more _____ whereas Personnel Management is slightly narrow
- A) Complex B) Mechanical
C) Detailed D) Growth oriented
- j) Scope of the HRM includes
- A) Retirement and separation of employees
B) Industrial relations
C) HR training and development
D) All of the above

Q2 Answer the following questions: (2 x 10)

- a) Define and explain the concept of human resource management.
- b) Differentiate between recruitment and selection.
- c) Give the advantages and disadvantages of different sources of recruitment.
- d) Differentiate between performance appraisal and potential appraisal.
- e) What are the major factors that affect compensation?
- f) What are the various purposes of performance appraisal?
- g) Why maintenance of discipline is important in an industry?
- h) What are the major functions of trade union?
- i) What do you mean by talent management?
- j) What does competency mapping mean?

Q3 HRP is an important and complex part of the Human Resource Management process. In light of the above, explain the human resource planning process in detail. **(15)**

Q4 'Knowledge of the importance of compensation management makes you a hard core Human Resource Manager'. In light of this statement explain the objectives and criteria of compensation administration. **(15)**

Q5 Explain the process of performance management and analyse the role of a manager in making the process effective. **(15)**

Q6 What is meant by wage differentials ? Explain different types of wages. **(15)**

Q7 Define training evaluation. Critically analyse the Kirk Patricks model for evaluating training programmes effectiveness. **(15)**

Q8 Define a trade union. Write a short note on objectives and functions of trade union. **(15)**