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Total Number of Pages : 02

MBA
18MBA203

2nd Semester Regular Examination 2018-19
HUMAN RESOURCE MNGEMENT
BRANCH : MBA
Max Marks : 100
Time : 3 Hours
Q.CODE : F372

Answer Question No.1 (Part-I) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part- I

Q1 Only Short Answer Type Questions (Answer All - 10) (2 x 10)

- Why do the organizations have focused on strategic HRM?
- What are the objectives behind socialization process of an organization?
- Define employee leasing.
- What are the various components of a salary structure?
- What do you mean by spillover effect?
- State the various sources of recruitment for executives.
- How do you define Standard of Living Theory of Wage?
- What are the various types of promotion you know?
- Outline the competencies to be possessed by middle level managers.
- List the causes of employees' disengagement?

Part- II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- What are the special attributes to be possessed by a human resource manager?
- Describe the functions of human resource management department.
- Differentiate between induction and orientation.
- Explain the objectives of HRP.
- Differentiate between job description and job specification.
- Explain the mechanism of HR Supply Forecasting with an example.
- Distinguish between performance appraisal and potential appraisal.
- Discuss the quantitative methods of job evaluation.
- What are the factors mostly affecting determinations of wage and salary structure?
- Briefly outline the objectives of the Payment of Wages Act, 1936?
- Define career planning. How can the career planning process be made effective?
- What do you meant by talent management? Discuss the benefits of talent management.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- 210 **Q3** 210 “Effective management of human resources is essential for the prosperity and welfare of an organization, a society and a nation.” In the light of this statement, describe the role of human resource management. **(16)** 210
- Q4** What do you understand by job analysis? Discuss its main uses. Describe the techniques used for analyzing jobs. **(16)**
- 210 **Q5** 210 Discuss the process of evaluating employee performance. Explain in brief three modern methods of performance appraisal adopted by the service providing organizations. **(16)** 210
- Q6** Define HRIS. What are the objectives behind development of HRIS by an organization? If you have given a chance, how do you design and implement HRIS effectively. **(16)** 210