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Total Number of Pages : 02

MBA
15MNG206

2nd Semester Back Examination 2018-19
HUMAN RESOURCE MNGEMENT
BRANCH : MBA
Max Marks : 100
Time : 3 Hours
Q.CODE : F728

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)

- a) Define manpower planning.
- b) What do you mean by role analysis?
- c) How do you determine yield ratio?
- d) State the causes behind wage differentials.
- e) What do you mean by horn effect?
- f) State the Residual Claimant Theory of Wage.
- g) Outline two objectives of sensitivity training.
- h) How a training programme will be evaluated effectively?
- i) Define Meta Competency.
- j) State the benefits of HR Outsourcing.

Part- II

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

- a) Differentiate between job description and job specification.
- b) "Employee selection is a process of elimination and not an evaluation." Justify.
- c) Outline three techniques of human resource forecasting.
- d) Design the pay slip of a Sales Manager.
- e) Discuss the process and objectives of 360 degree appraisal.
- f) Write brief note on executive compensation system in India.
- g) Explain the reasons behind mid-career crisis.
- h) Discuss the basic inputs required for TNA.
- i) Distinguish between suspension, lay-off, dismissal and superannuation.
- j) Briefly explain the Dunlop's System Theory of Industrial Relations.
- k) Is there any difference between PCN, HCN and TCN?
- l) Suggest effective measures for active engagement of employees.

Part-III

210 210 **Only Long Answer Type Questions (Answer Any Two out of Four)** 210 210

Q3 Discuss the major challenges faced by HR managers in the competitive environment? What role an HR manager is to be played in a manufacturing industry for achievement of desired organizational objectives? **(16)**

Q4 Discuss the various methods of job evaluation adopted for determination of the relative worth of a job. How can a job evaluation programme be made more effective? **(16)**

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Q5 How is career planned and developed in an organization. Justify your answer by taking into account the career objectives of lower and middle level line managers of NALCO. **(16)**

Q6 Distinguish between domestic HRM and international HRM. Explain the scope of IHRM. Enumerate the major factors that influence international HRM. **(16)**

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