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Total Number of Pages : 01

B.Tech
PME5H002

5th Semester Regular/Back Examination 2019-20

HUMAN RESOURCES MANAGEMENT

BRANCH : MECH

Max Marks : 100

Time : 3 Hours

Q.CODE : HRB305

Answer Question No.1 (Part-1) 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)

- Write 4 managerial competencies.
- Why is study of HRM significant?
- What is MBO?
- How can appraisal error be minimized?
- Under what conditions, a company can opt to lay-off and retrench?
- Write the concept of minimum wage.
- How does wage survey help determining employee compensation?
- List out 4 of the training methods.
- Write the concept of career planning.
- Write the purpose of post- performance appraisal interview.

Part-II

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

- Explain the operative functions of HR manager.
- Differentiate between on-the- job and off-the job training with examples.
- Distinguish between performance evaluation and job evaluation.
- Explain the purposes of job evaluation.
- Explain e-recruiting.
- Distinguish between recruitment and selection.
- Explain various factors affecting employee compensation.
- Distinguish between incentive and benefits.
- Explain the process of competency mapping.
- Explain the methods of job evaluation.
- Explain the methods of wage determination.
- Explain career planning initiatives undertaken by companies for augmenting employee performance.

Part-III

Q3 Only Long Answer Type Questions (Answer Any Two out of Four) (16)

Once famous Management Guru Tom Peter commented "if you want to insult a HR man, ask him whether HR stand for *human resource* or *human remains* in the organization." Evaluate the statement with justifiable arguments.

Q4 Compare and contrast between wage and salary. Illustrate the factors influencing compensation decision. (16)

Q5 Assume that you are joining in your dream job as a fresher. Prepare a checklist of things that you would expect from your company as part of the induction program. (16)

Q6 Describe modern methods of performance appraisal. (16)