Printed Pages: 02 **Sub Code: RMB202/RMT202**

Paper Id: | 2 | 7 | 0 | 2 | 3 | 2 | **Roll No.** | | | | | | | | | | |

MBA

(SEM II) THEORY EXAMINATION 2017-18

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours ***Total Marks: 70***

Note: **1.** Attempt all Sections. If require any missing data; then choose suitably.
2. Be precise in your answer.

SECTION A

1. Attempt *all* questions in brief. **2 x 7 = I4**

a. Differentiate Job Description with Job Specification.
b. Differentiate between Human Resources Management with Personnel Management
c. What are the main objectives of HRD?
d. HRM is not restricted to hiring and firing of people. Comment.
e. What is an exit interview?
f. Explain Strategic Human Resource Planning.
g. Explain 360 Degree Appraisal System

SECTION B

2. Attempt any *three* of the following: **7 x 3 = 21**

a. "Recruitment is generating applications while selection is choosing some of them" – Discuss.
b. What are the reasons for growing usages of external training in present-day organizations?
c. What do you mean by Job Design? Write process and importance of Job Analysis.
d. Explain the steps in selection process for hiring middle level manager.
e. Briefly discuss the emerging challenges for HR Manager.

SECTION C

3. Attempt any *one* part of tbe following: **7 x 1 = 7**

(a) Explain Job Evaluation and its importance. Illustrate with examples the different methods of Job Evaluation.
(b) Explain the functions of HRM. Discuss the nature and scope of HRM.

4. Attempt any *one* part of the following: **7 x 1 = 7**

(a) What is employee safety? How is safety disrupted? Explain
(b) What are the objectives of human resource planning? Illustrate with examples the process of HR planning at enterprise level.

5. Attempt any *one* part of the following: **7 x 1 = 7**

(a) Differentiate between Training and Development. "Successful development requires top management support and an understanding of the relationship of development to other HR activities". Discuss
(b) "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance" Discuss the statement. Also discuss the modern methods of performance appraisal.

http://www.aktuonline.com

6. **Attempt any *one* part of the following:** **7 x 1 = 7**

(a) What are the monetary and non-monetary incentives? Explain various individual and group incentives plans. What are the advantages and problems with wage incentives?

(b) Explain emerging dimension in International HRM. Elaborate, how HRM deals in international cultural differences.

7. **Attempt any *one* part of the following:** **7 x 1 = 7**

(a) "The role of HR Manager is only in hours of crises". Comment in light of the roles and functions of HR Manager.

(b) Define the term ethics. Trace the sources of ethics. Why is ethics important in HRM practices? Explain the various HR ethical issues.

http://www.aktuonline.com