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Paper Id: 238388 Roll No.

MBA
(SEMII) THEORY EXAMINATION 2022-23
HUMAN RESOURCE MANAGEMENT

Time: 3 Hours *Total Marks: 100*

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. **2 x 10 = 20**

(a) Who is a HR manager?
(b) Define internal environment.
(c) What is job specification?
(d) What is the purpose of reference check?
(e) What do you mean by demotion?
(f) Define ranking method.
(g) What are fringe benefits?
(h) Tell the role of government in industrial relations.
(i) What is the meaning of international human resource management?
(j) Define the meaning of employee health.

SECTION B

2. Attempt any *three* of the following: **10 x 3 = 30**

(a) What are the essentials of an effective HRD system?
(b) When is job analysis performed? Explain.
(c) List the important purpose of transfer.
(d) What are the features of a good compensation policy?
(e) Describe the measures for improving industrial relations.

SECTION C

3. Attempt any *one* part of the following: **10 x 1 = 10**

(a) Are people always an organization's most valuable assets? Why or why not?
(b) "HRM is not restricted to hiring and firing of people." comment on the statement and discuss the functions of HRM.

4. Attempt any *one* part of the following: **10 x 1 = 10**

(a) Briefly explain the recruitment practices followed by Indian companies.
(b) Outline the steps in a selection process.

5. Attempt any *one* part of the following: **10 x 1 = 10**

(a) Discuss on-the-job training methods.
(b) Briefly explain the modern methods of performance appraisal.

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6. Attempt any *one* part of the following: 10 x 1 = 10

(a) Explain the objectives of compensation policy.
(b) Discuss the merits and demerits of individual incentive plans.

7. Attempt any *one* part of the following: 10 x 1 = 10

(a) What are the measures to promote employee health?
(b) Explain the legal provisions relating to labor welfare in India.

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