MBA
(SEM II) THEORY EXAMINATION 2023-24
HUMAN RESOURCE MANAGEMENT

TIME: 3 HRS **M.MARKS: 100**

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

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

Q no.	Question	Marks	CO
a.	Explain the main objectives of HRD.	02	1
b.	Define Strategic HRM.	02	1
c.	Differentiate between Job Description and Job Specification.	02	2
d.	What do you mean by Human Resource Planning (HRP)?	02	2
e.	Define Transfer.	02	3
f.	Briefly elaborate 360 degree Performance Appraisal System.	02	3
g.	Define Compensation.	02	4
h.	What is Fringe Benefit?	02	4
i.	Define Industrial Relations.	02	5
j.	What is International Human Resource Management (IHRM)?	02	5

SECTION B

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

a.	Briefly discuss the emerging challenges for an HR Manager.	10	1
b.	Explain the various stages involved in the selection process of candidates for jobs in an organization.	10	2
c.	Discuss the significanoe of Training in Industry and its contribution in Career Planning.	10	3
d.	Explain the causes of poor Industrial Relations in India. Suggest measures for improving Industrial Relations.	10	4
e.	State the various legal provisions for Industrial Safety.	10	5

SECTION C

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

a.	Explain the functions of HRM. Discuss the nature and scope of HRM.	10	1
b.	What are the approaches of the SHRM? Discuss the benefits and barriers to SHRM.	10	1

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

a.	Discuss the challenges faced in HRP. How can these problems be resolved?	10	2
b.	Discuss the various sources of Recruitment and the latest trends in Recruitment.	10	2

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

a.	Discuss the process of Performance Appraisal and various methods of Performance Appraisal. https://www.aktuonline.com	10	3
b.	What are the various methods and types of Training given to an Employee in an Organization?	10	3

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

a.	What is Compensation Management? Explain the important components of Employee Compensation.	10	4
b.	Explain the various internal and external factors affecting Employee Compensation.	10	4

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

a.	Explain the emerging dimensions in IHRM. Explain the role of HRM in dealing with international cultural differences.	10	5
b.	Discuss the various measures and policies for Employee Safety at Work practiced by an Organization.	10	5

QP24EP2_014 | 23-Aug-2024 9:10:24 AM | 115.242.229.23

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