Printed Pages: 02 **Sub Code: NMBA021/MBTM021**

Paper Id: 270201 **Roll No.** | | | | | | | | | | |

MBA-MBA (TOURISM)
(SEM 2) THEORY EXAMINATION 2018-19
MANAGING HUMAN RESOURCE

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. Describe the Scope of HRM.
b. What are the three basic propositions of HR strategies?
c. Describe the role of the HR Manager.
d. Write short note on HRM Environment.
e. What are the stages involved in HRP Process?
f. Distinguish between forecasting HR Supply & Demand.
g. What are the elements of a performance Management system?
h. What is salary compensation philosophy?
i. Write short note on sensitivity training.
j. What is the relationship between Recruitment and selection?

SECTION B

2. Attempt any *three* of the following: 10x3=30

a. To explain fully the competencies that an HR specialist needs to build to be a valued member of an organization.
b. What are the main challenges in the implementation of HR strategy in an organization?
c. What is the process which should be followed for job analysis? Whose responsibility is job analysis in an organization?
d. "Should performance be the only approach to identify high-potential performers"? Comment, give explanation to your answer.
e. Describe the process of Design and implementation of HR policies in an organization.

SECTION C

3. Attempt any *one* part of the following: 10x1 = 10

a. What is employer branding? How is an employer branding strategy drawn? How is employer brand Management done?
b. Explain the recruitment process. What are internal and external sources of recruitment?

4. Attempt any *one* part of the following: 10x1=10

a. Describe the advantages and disadvantages of using interviews, observations and Questionnaires for collecting job analysis.

www.aktuonline.com

http://www.aktuonline.com

b. What is a job description and job specification? What are the difference between the two?

5. Attempt any *one* part of the following: 10x1 = 10

a. "How defective is the benchmarking and balanced scorecard for audit an HR to the Financial bottom-line of a company"? Explain.
b. What do you understand by the term promotion? Bring out basis for promotion.

6. Attempt any *one* part of the following: 10x1 = 10

a. What do you understand by separation? Explain the different type of separations.
b. What is incentive payment? Define pre-requisites for an effective incentive system.

7. Attempt any *one* part of the following: 10x1 = 10

a. "Does the procedure for handling, indiscipline apply to all sectors or it is manufacturing sector-specific." Explain.
b. Why do organization often overlook or lack proper evaluation of training and development programmes? Explain.

www.aktuonline.com

http://www.aktuonline.com