

Printed Pages : 4



BM206

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 297220

Roll No.

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MAM

(SEM. II) THEORY EXAMINATION, 2014-15

HUMAN RESOURCE MANAGEMENT

Time : Hours]

[Total Marks : 130

SECTION - A

Attempt all questions.

(15×2=30)

1. Define the term Human resource management.
2. HRM is not restricted to hiring and firing of people. Comment
3. Discuss external and internal factors that affect HRM.
4. Explain the meaning of HR planning.
5. Differentiate job description and job specification.
6. What is an application blank in selection process?
7. What are promotions? How are they different from Demotions?
8. What do you mean by apprenticeship training?
9. What are management development programs?
10. Explain 360 degree appraisal.

11. What are fringe benefits?
12. What is living wage system?
13. Write down the importance of employee health and safety.
14. What do you understand by the term HRM ethics?
15. State few ethical roles of a HR manager.

SECTION - B

Attempt any four of the following: (4×10=40)

1. Explain briefly the functions of HRM. Discuss the nature & scope of HRM.
2. What is selection? What are the steps involved in selection process? Explain important interview techniques used for selecting supervisory and managerial staff.
3. What is meaning and purpose of a training program? Write benefits of a training program. Explain the steps usually considered for designing a training program. Discuss few methods of training.
4. What are the monetary and non-monetary incentives? State their advantages and disadvantages. Explain various individual and group incentives plans.
5. What do you understand by the term employee welfare? State various types of welfare measures provided by the organization. Explain merits and demerits of welfare measures.

SECTION - C

Attempt All Questions: (5x12=60)

1. Attempt any two of the following: (6+6)
 - a. Explain the meaning and importance of a HR policy. What the various characteristics of a good HR policy?
 - b. Explain the evolution and development of Human Resource Management in india.
 - c. Differentiate between HRM and Personnel management.

2. Attempt any two of the following: (6+6)
 - a. Explain the meaning of HR planning. What are the factors that affect HR Planning? How it could be made effective?
 - b. Define recruitment. What are the internal & external sources of recruitment?
 - c. Define job analysis. Explain its importance. What are the various factors that affect job analysis?

3. Attempt any two of the following: (6+6)
 - a. Define the term group development. Explain various stages involved in the group development.
 - b. What do you understand by term transfer? What are different types of transfer? What transfer policy & procedure should be followed?
 - c. What do you understand by the gaps in training? How can they be overcome in an organization?

4. Attempt any two of the following: (6+6)
- a. What are the objectives of performance appraisal? Discuss the process and uses of performance Appraisal system.
 - b. What are the characteristics of an ideal wage system? Write shorts notes on minimum wage, fair wage & living wage.
 - c. Define the term compensation. What are the factors that affect the compensation criteria? Explain fixed and variable components of compensation.
5. Attempt any two of the following: (6+6)
- a. Explain various statutory and non statutory provisions for the welfare measures.
 - b. Define the term HR Audit. Explain its various benefits. Explain various approaches to HR Audit.
 - c. Explain the role and importance of HRM Ethics in an organization. What are the various ethical issues in HRM?
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