

MBA
(SEM II) THEORY EXAMINATION 2018-19
HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Total Marks: 70

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

1. **Attempt all questions in brief.** **2 x 7 = 14**
- a. Define Human Resource.
 - b. List barriers to strategic HRM.
 - c. What is screening?
 - d. What do you understand by job enlargement?
 - e. Differentiate wages and salary.
 - f. Define compensation.
 - g. Explain temporary accidents.

SECTION B

2. **Attempt any three of the following:** **7 x 3 = 21**
- a. Discuss scope and importance of Human resource Management.
 - b. Discuss various factors influencing Human Resource Planning.
 - c. "Learning is good for everyone". Discuss.
 - d. What is the role of a HR manager in administering remuneration to executives?
 - e. If you were a Chief Executive appointing a safety director, what would you tell him should be his objectives? What would be the order of importance?

SECTION C

3. **Attempt any one part of the following:** **7 x 1 = 7**
- (a) Explain Maintenance function of HRM.
 - (b) Discuss recent trends in recruitment that are overtaking the traditional approach.
4. **Attempt any one part of the following:** **7 x 1 = 7**
- (a) Evaluate BARS and MBO techniques of performance appraisal.
 - (b) Discuss available decision to a HR manager if result of HRP is "surplus".
5. **Attempt any one part of the following:** **7 x 1 = 7**
- (a) Explain different barriers to effective training. How do you overcome them?
 - (b) Discuss different on-job methods of training and development.
6. **Attempt any one part of the following:** **7 x 1 = 7**
- (a) How do benefits differ from welfare activities?
 - (b) How are fringes preferable to employer and beneficial to employees? Explain.
7. **Attempt any one part of the following:** **7 x 1 = 7**
- (a) Discuss different strategic choices available to the organization and how safety policy are formulated and implemented.
 - (b) Explain basic principles governing International Human Resource Management.