

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

Time: 3 Hours

Total Marks: 70

Note 1. Attempt all sections equally and give answers in a neat and orderly manner.

SECTION A

- 1. Attempt all questions briefly. 2 x 7 = 14**
- (a) Define HRM.
 - (b) What do you mean by Job Enlargement?
 - (c) Distinction between Training and Education.
 - (d) Discuss appraisal interview.
 - (e) How internal sources of recruitment are different from external sources?
 - (f) Explain reasons for interest in career planning.
 - (g) Define applicant blank.

SECTION B

- 2. Attempt any three of the following: 7 x 3 = 21**
- (a) Explain how HR practices get aligned with corporate strategies.
 - (b) "Job rotation, job enlargement and job enrichment are simply attempts by managers to avoid individuals at work". Comment.
 - (c) Discuss the relationship between selection, recruitment and job analysis.
 - (d) As a frontline supervisor, what indicators would you need in order to decide whether a low-performing subordinate was a selection mistake or merely needs training? Can you illustrate this dilemma with an example?
 - (e) Discuss different career anchors and need of succession planning.

SECTION C

- 3. Attempt any one part of the following: 7 x 1 = 7**
- (a) What do you mean by Human Resource Management? What are its objectives?
 - (b) Discuss contemporary issues in HRM.
- 4. Attempt any one part of the following: 7 x 1 = 7**
- (a) What is Job Analysis? What steps are involved in the preparation of Job Analysis?
 - (b) Explain factors affecting human resource planning. What is the importance of HRP?
- 5. Attempt any one part of the following: 7 x 1 = 7**
- (a) Discuss various constraints and challenges associated with recruitment process.
 - (b) Define selection. Explain the process of selection.
- 6. Attempt any one part of the following: 7 x 1 = 7**
- (a) What is training? Discuss the steps required in developing a training program.
 - (b) Discuss 360-degree appraisal method.
- 7. Attempt any one part of the following: 7 x 1 = 7**
- (a) Explain career planning process.
 - (b) Discuss indicators of potential appraisal report.