

**Code No: 762AA****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA II Semester Examinations, October/November - 2022****HUMAN RESOURCE MANAGEMENT****Time: 3 Hours****Max.Marks:75**

**Answer any five questions**  
**All questions carry equal marks**

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- 1.a) What is the importance of workforce diversity in terms of culture, gender, demography, and other relevant attributes in organizations catering to global market?
- b) What are the various information categories of HRM system in an organization? [8+7]
- 2.a) Comment on the statement, 'Human resource management is a line manager's responsibility but a staff function'.
- b) Briefly discuss the strategic nature of HRM function. [7+8]
- 3.a) What is the purpose of job analysis? What are the major steps in conducting job analysis?
- b) Distinguish between job specification and employee specification. What information commonly appears in them? [8+7]
- 4.a) Explain the various errors made in interviewing. How would you overcome them?
- b) What is induction? What is its importance? What are the steps in induction process? [8+7]
5. Explain in detail, on the job and off the job methods of training employees. [15]
- 6.a) What are the objectives of performance appraisal? What is the importance of conducting appraisal objectively?
- b) What is career counseling? How does it help organizations? [8+7]
- 7.a) Compare and contrast point rating method of job evaluation versus factor comparison system.
- b) What are the methods of compensation for higher managerial level employees? [8+7]
- 8.a) Why should organization introduce grievance procedure? What are the prerequisites of grievance procedure?
- b) What are the occupational hazards faced by employees in mining and quarrying industry? How does it affect the human resources of an organization? [8+7]

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