

Code No: 762AA**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA II Semester Examinations, March - 2023****HUMAN RESOURCE MANAGEMENT****Time: 3 Hours****Max.Marks:75**

- Note:** i) Question paper consists of Part A, Part B.
ii) Part A is compulsory, which carries 25 marks. In Part A, Answer all questions.
iii) In Part B, Answer any one question from each unit. Each question carries 10 marks and may have a, b as sub questions.

PART - A**(25 Marks)**

- 1.a) What is the scope of Human Resource management? [5]
- b) Outline the common errors in the interview process. [5]
- c) Why training and development of employees is important in an organisation? [5]
- d) What other benefits other than compensation can keep the employees of an organization happy and satisfied? [5]
- e) What are the possible ways in which employee grievances may be adequately handled? [5]

PART - B**(50 Marks)**

2. Who are line managers? What is their role in employee management? [10]
- OR**
3. Discuss the two most important labour legislation in India from the perspective of HRM. [10]
4. Analyse the steps in the Recruitment and Selection process. [10]
- OR**
5. What are the methods for collecting job analysis information? Give suitable examples. [10]
6. "Training and development of employees is a critical component in enhancing the skills of the employees of an organization." In the light of the above statement analyse the role of HRM in assessing the training needs and designing and implementing the training programs. [10]
- OR**
7. Discuss the performance appraisal process. What are the techniques for performance appraisal? [10]
8. Explain the importance of the Minimum Wages Act in influencing the pay rates. Is it mandatory to abide by the Minimum Wages Act in fixing the pay rates? [10]
- OR**
9. What are the basic factors in determining the pay rates? What are performance based pay benefits? [10]

10. How is collective bargaining carried out in organizations by the employees? How is employee separation handled effectively in an organization? [10]
- OR**
11. What is the role of Industrial Disputes Act in the settlement of disputes between the employees/workers and the management? [10]

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