

Roll No. Total Pages : 3

MBA/M-19

13266

HUMAN RESOURCE MANAGEMENT

Paper : MBAD-105

Time : Three Hours] [Maximum Marks : 80

Note : Question No. 1 is Compulsory. Attempt *five* questions in all by selecting *one* question from each unit.

1. Compulsory Question

Short Answer Type.

- (a) Explain the Harvard Model of HRM and its managerial implications.
- (b) Define Succession Planning and its relevance in modern time.
- (c) Differentiate between Induction, Orientation and Socialisation.
- (d) Elaborate Incentives and various types of incentive plans.
- (e) Describe briefly the various drivers of employee engagement.

UNIT-I

2. Imagine yourself an HR Manager of a leading Banking Organisation. What kind of recruitment process you are going to follow for recruitment of bank officers. Elaborate the stages explaining the dynamics involved.

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3. Define HR Demand Forecasting. Which techniques/methods usually followed for forecasting the demand of manpower in an organisation? Explain.

UNIT-II

4. What is Training Evaluation? Why it is considered significant? Elucidate various methods/models/techniques through which evaluation of a training program could be done.
5. Define Career Development. How it is different from Career Planning? Throw light on widely used approaches or interventions through which career development take place in contemporary organisations.

UNIT-III

6. How the concept of Job Evaluation is different from Job Analysis ? Briefly describe the process of conducting Job Evaluation with a focus on methods used for conducting job evaluation.
7. Design a performance appraisal program for appraising the performance of sales professionals working in retail industry.

UNIT-IV

8. Define Industrial Disputes. Explain the various statutory as well as voluntary measures for settlement of industrial disputes in India.

9. Figure out the most recent trends in trade unionism in India. In your opinion what are reasons for the downfall of trade unions in India ? Suggest measures to strengthen the trade union movement in India.
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