M.B.A.
THEORY EXAMINATION (SEM–II) 2016-17
HUMAN RESOURCE MANAGEMENT

Time : 3 Hours   *Max. Marks : 70*

Note : *Be precise in your answer.*

SECTION – A

1. **Attempt the following:**   **7 x 2 = 14**
    (a) Define Strategic HRM.
    (b) Mention the operative functions of Human Resource Management.
    (c) What is medical examination?
    (d) Define transfer.
    (e) What do you understand by collective bargaining?
    (f) Define human resource planning.
    (g) What is reward?

SECTION – B

2. **Attempt any five parts of the following questions:**   **5 x 7 = 35**
    (a) What do you mean by human resource management? Discuss its scope and functions.
    (b) What is the meaning of ethics and fairness at work? Why is it important?
    (c) Discuss the problems faced in human resource planning. How these problems can be overcome/
    (d) What is Job Analysis? Explain the techniques of job analysis.
    (e) Explain the various stages involved in the selection of candidates for jobs in an organization.
    (f) How will you identify the training needs of a manufacturing organization? Explain few important training methods.
    (g) What do you mean by 360 degree appraisal? What are the relative merits and demerits of 360 degree appraisal?
    (h) "Money cannot motivate all people under all circumstances". Discuss.

SECTION – C

Attempt any two parts of the following questions: **2 x 10.5 = 21**

3. What is compensation plan? Discuss the factors that should taken into consideration while formulating an effective compensation plan.
4. "Human Resource Management practices are culture bound". Discuss this statement and show how different cultures adopt different human resource management practices?
5. How will you evaluate the effectiveness of a self development programme? If it is not effective, what step will you take to make it effective?