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MBA

**THEORY EXAMINATION (SEM-II) 2016-17
MANAGING HUMAN RESOURCES****Time : 3 Hours****Max. Marks : 100****Note : Be precise in your answer. In case of numerical problem assume data wherever not provided.****SECTION – A****1. Explain the following:****10 x 2 = 20**

- (a) What is the difference between Recruitment and Selection?
- (b) What is Human Resource Planning?
- (c) What are the main objectives of HRD?
- (d) What is Succession Planning?
- (e) Differentiate between living wage and fair wage?
- (f) What are the methods of employee welfare?
- (g) Explain the ethical issues involved in HR?
- (h) What is the difference between Job enlargement and enrichment?
- (i) What are Fringe Benefits?
- (j) What is the importance of strategic HRM in organizations?

SECTION – B**2. Attempt any five of the following questions:****5 x 10 = 50**

- (a) What are HR demand forecasting techniques? Explain with examples.
- (b) What do you mean by 'Recruitment'? How does it differ from selection? Also state the steps involved in the recruitment process.
- (c) What do you mean by 'Human Resource Management'? What are its core elements?
- (d) Briefly discuss the emerging challenges for HR Managers.
- (e) What are the modern techniques used in interviews in the selection process.
- (f) "The recent trends of the organizations are to outsource the HR activities to a third party." Discuss the advantages of such types of outsourcing.
- (g) Explain the concept of Performance Appraisal. Describe the modern methods of Performance Appraisal.
- (h) What are the methods of employee's separation?

SECTION – C**Attempt any two of the following questions:****2 x 15 = 30**

- 3. What is Job Evaluation? Explain the importance of Job Evaluation in organization. Illustrate with examples the different methods of Job Evaluation.
- 4. Examine the components of compensation package and explain how compensating system can improve employees' morale and productivity in Indian organizations.
- 5. What are the approaches of HR Audit? Explain it with example.