



PAPER ID-411496

Printed Page: 1 of 1

Subject Code: KMBN202

Roll No:

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

MBA
(SEM II) THEORY EXAMINATION 2023-24
HUMAN RESOURCE MANAGEMENT

TIME: 3 HRS**M.MARKS: 100****Note:** 1. Attempt all Sections. If require any missing data; then choose suitably.**SECTION A****1. Attempt all questions in brief.****2 x 10 = 20**

Q no.	Question	Marks	CO
a.	Explain the main objectives of HRD.	02	1
b.	Define Strategic HRM.	02	1
c.	Differentiate between Job Description and Job Specification.	02	2
d.	What do you mean by Human Resource Planning (HRP)?	02	2
e.	Define Transfer.	02	3
f.	Briefly elaborate 360 degree Performance Appraisal System.	02	3
g.	Define Compensation.	02	4
h.	What is Fringe Benefit?	02	4
i.	Define Industrial Relations.	02	5
j.	What is International Human Resource Management (IHRM)?	02	5

SECTION B**2. Attempt any three of the following:****3 x 10 = 30**

a.	Briefly discuss the emerging challenges for an HR Manager.	10	1
b.	Explain the various stages involved in the selection process of candidates for jobs in an organization.	10	2
c.	Discuss the significance of Training in Industry and its contribution in Career Planning.	10	3
d.	Explain the causes of poor Industrial Relations in India. Suggest measures for improving Industrial Relations.	10	4
e.	State the various legal provisions for Industrial Safety.	10	5

SECTION C**3. Attempt any one part of the following:****1 x 10 = 10**

a.	Explain the functions of HRM. Discuss the nature and scope of HRM.	10	1
b.	What are the approaches of the SHRM? Discuss the benefits and barriers to SHRM.	10	1

4. Attempt any one part of the following:**1 x 10 = 10**

a.	Discuss the challenges faced in HRP. How can these problems be resolved?	10	2
b.	Discuss the various sources of Recruitment and the latest trends in Recruitment.	10	2

5. Attempt any one part of the following:**1 x 10 = 10**

a.	Discuss the process of Performance Appraisal and various methods of Performance Appraisal.	10	3
b.	What are the various methods and types of Training given to an Employee in an Organization?	10	3

6. Attempt any one part of the following:**1 x 10 = 10**

a.	What is Compensation Management? Explain the important components of Employee Compensation.	10	4
b.	Explain the various internal and external factors affecting Employee Compensation.	10	4

7. Attempt any one part of the following:**1 x 10 = 10**

a.	Explain the emerging dimensions in IHRM. Explain the role of HRM in dealing with international cultural differences.	10	5
b.	Discuss the various measures and policies for Employee Safety at Work practiced by an Organization.	10	5