

**MBA
(SEMII) THEORY EXAMINATION 2022-23
HUMAN RESOURCE MANAGEMENT**

Time: 3 Hours

Total Marks: 100

Note: Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt all questions in brief. 2 x 10 = 20

- (a) Who is a HR manager?
- (b) Define internal environment.
- (c) What is job specification?
- (d) What is the purpose of reference check?
- (e) What do you mean by demotion?
- (f) Define ranking method.
- (g) What are fringe benefits?
- (h) Tell the role of government in industrial relations.
- (i) What is the meaning of international human resource management?
- (j) Define the meaning of employee health.

SECTION B

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

- (a) What are the essentials of an effective HRD system?
- (b) When is job analysis performed? Explain.
- (c) List the important purpose of transfer.
- (d) What are the features of a good compensation policy?
- (e) Describe the measures for improving industrial relations.

SECTION C

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

- (a) Are people always an organization's most valuable assets? Why or why not?
- (b) "HRM is not restricted to hiring and firing of people." comment on the statement and discuss the functions of HRM.

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

- (a) Briefly explain the recruitment practices followed by Indian companies.
- (b) Outline the steps in a selection process.

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

- (a) Discuss on-the-job training methods.
- (b) Briefly explain the modern methods of performance appraisal.

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

- (a) Explain the objectives of compensation policy.
- (b) Discuss the merits and demerits of individual incentive plans.

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

- (a) What are the measures to promote employee health?
- (b) Explain the legal provisions relating to labor welfare in India.

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