

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY

PGDBM/MBA 2nd Sem. Examination, 2015

Paper Code: 05

Paper : Human Resource Management

Time: 3 hours Maximum marks: 80

The figures in the margin indicate full marks for the questions

- 1 Answer any five questions from the following $2 \times 5 = 10$
 - a State two objectives of Human Resource Management.
 - b What is job analysis?
 - c What is induction?
 - d What is organizational renewal?
 - e What is piece wage system?
 - f What is meant by fringe benefits?
 - g State the meaning of Kaizen.

- 2 Answer any three questions from the following $4 \times 3 = 12$
 - a What is employee discipline? Write two essentials of a good disciplinary system. $2+2=4$
 - b Explain four provisions of factories Act regarding labour welfare.
 - c What are the various use of job evaluation?
 - d Describe four essentials of a good performance appraisal system.
 - e What are the criteria to evaluate the effectiveness of a training programme?

- 3 Answer any three questions from the following $6 \times 3 = 18$
 - a Discuss the managerial functions of HRM.
 - b What is Human Resource Planning? Discuss any four advantages of HR Planning programme. $2+4=6$
 - c Explain the importance of Job Analysis to manpower management programme.

- d What is executive development programme? Discuss four methods of executive development. $2+4=6$
 - e Discuss the benefits provided to insured persons under the Employees' State Insurance Act, 1948.
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- 4 Answer any four questions from the following $10 \times 4 = 40$
 - a What is an interview? Discuss in brief the different types of interviews for selection of candidates. $2+8=10$
 - b What are the aims and objectives of career planning? Explain the steps involved in the career planning process. $2+8=10$
 - c Discuss the various modern methods that are available for evaluating the performance of the employees.
 - d What is industrial relations? Describe the various difficulties in the healthy growth of industrial relations. $2+8=10$
 - e What is meant by employee grievances? Discuss the steps provided in the Model Grievance Procedure in India. $2+8=10$
 - f What are the different types of Human Resource Policies? What considerations should be taken while developing HR policies? $5+5=10$