

PGDHRM 2nd Semester Examination 2013
Paper - VIII
(Human Resource Development)

Time : 3 Hrs.

Full Marks : 80

1. Answer the following questions

2×5 = 10

- (a) Who are stakeholders of a training programme?
- (b) What are various methods of training under cognitive approach/methods?
- (c) What are the techniques available under on the job training method.
- (d) What are the components of executive remuneration?
- (e) What are the various types of labour welfare activities?

2. Answer any three questions from the following

4×3=12

- (a) What is indirect compensation?
- (b) What are the various steps in the process of strategic HR management? Explain any one steps of the process.

- (c) What are the steps involved in a systematic procedure of Human Resource Research?
- (d) What are the traditional methods of performance appraisal? Explain any one method.
- (e) What are the different types of compensation survey? Explain any one type.

- (d) Explain the wage determination process.
- (e) What are modern methods of performance appraisal? Explain in brief.
- (f) Explain various management development methods.

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3. Answer any three questions from the following

6×3=18

- (a) Explain any two methods of training under Behavioral Approach of training.
- (b) Explain confidential report and Grading system of performance appraisal methods.
- (c) What are the benefits included in perquisite benefits?
- (d) Explain the merits and demerits of VRS and Golden Handshake.
- (e) Explain the nature of strategic HRM.

4. Answer any four questions from the following

10×4=40

- (a) Explain the various methods of HR Research.
- (b) Explain the types of HRM strategy and their features.
- (c) Explain the scope of social security and social security measures in India.