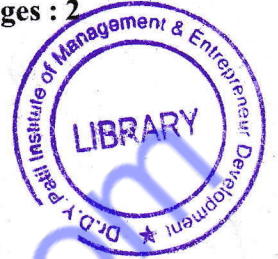Total No. Of Questions : 5]

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PA-4167

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M.B.A.

GC-09: HUMAN RESOURCE MANAGEMENT

(2019 Pattern) (Semester-II)

Time : 2½Hours]

[Max. Marks : 50

Instructions to the candidates :

1) Assume suitable data if necessary.
2) Figures to the right indicate full marks.
3) All questions are compulsory.
4) All questions have internal options.

Q1) Attempt any **Five** questions.   [5 × 2 = 10]

   a) List the inputs and outputs of an HRM Model.

   b) Define Hard and Soft HRM.

   c) What are the various components of a salary structure?

   d) State the various sources of recruitment for executives.

   e) What are the various types of promotion you know?

   f) Outline the competencies to be possessed by middle level managers.

   g) Explain the major objectives of HRM.

   h) What is succession planning and how is it different from career planning?

Q2) Attempt any **Two** questions.   [2 × 5 = 10]

   a) Trace the evolution of HRM and define its role today.

   b) Briefly describe the various on the job and off the job training methods.

   c) Distinguish between job evaluation and performance appraisal.

   d) Explain the advantages and limitations of HRIS in detail.

P.T.O.

Q3) Attempt any <u>One</u> question. [10]

a) Mr. Sharma has a small business set up employing 100 workers. Now he is planning to further expand his workforce. He discusses the situation with the new human resource manager of the organisation. He expresses his interest to have a mix of old people who have a better understanding of the running processes and new joiner who are more tech savvy and hold professional degrees. Assuming that you are a human resource manager, what would you suggest Mr. Sharma so that he is able to manage his human resource efficiently?

OR

b) Describe the various forecasting techniques and how these techniques are being used in human resource planning.

Q4) Attempt any <u>One</u> question. [10]

a) A & B hospitality industries is in need of Regional marketing Manager for Expansion of its business across Maharashtra. (a) As an HR Manager discuss the sources of Hiring (b) Design and draft an accurate selection process to hire the most suitable candidate.

OR

b) Describe various types of errors likely to occur during performance appraisal and suggest the measures to minimize such errors.

Q5) Attempt any <u>One</u> question. [10]

a) Critically examine the components of a compensation package in organised industry in India.

OR

b) How will you design and develop a Human Resource Information System in an Industrial Organization?

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