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Total Number of Pages : 02

Course: MBA
Sub Code: 18MBA203

2nd Semester Regular / Back Examination: 2022-23

SUBJECT: Human Resource Management

BRANCH(S): MBA, MBA (A&M), FM&HRM, LSCM, BA, MBA (M&F), RM, BM, FM, GM, HRM, IB, MM

Time: 3 Hours

Max Marks: 100

Q. Code: M433

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions :

(2 x 10)

- What is the significance of interview?
- What do you mean by potential appraisal?
- How pay structure is determined?
- State two disadvantages of higher executive compensation.
- What is employee engagement?
- How on the job training works?
- How competency mapping helpful for both employer and employee?
- How government influence wage fixation?
- Write a short note on strategic HRM.
- How socialization works?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Explain the process of developing compensation system.
- "Selection is an elimination process". Comment.
- What is organizational citizenship behaviour? How it is essential?
- Manpower planning is the foremost process of all HR functions. Discuss.
- Elucidate the role of training in sustainable organization.
- Explain the process of evaluation of training effectiveness with example.
- Distinguish performance and potential appraisal.
- Explain the process and significance of job evaluation.
- What is the utility of HR information system?
- "Managing talent is becoming more challenging". Comment.
- Explain the process of training need analysis.
- Discuss the emergence and process of career planning.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Elucidate the significance and functions of HRM. How it is evolved with the changing business dynamics? **(16)**
- Q4** Discuss the components of compensation. Explain the determining factors of wage policy in India. **(16)**
- Q5** Discuss the types and process of training in an organization. How technology disruption has helped training intervention? **(16)**
- Q6** Elucidate the theories of wage with their contemporary significance. **(16)**