

Roll No.

Total Pages : 03

704201

May 2024

M.B.A. (Executive) (Second Semester)

Human Resource Management (MBA-E-111)

Time : 3 Hours]

[Maximum Marks : 75

Note : It is compulsory to answer all the questions (1.5 marks each) of Part A in short. Answer any *four* questions from Part B in detail. Different sub-parts of a question are to be attempted adjacent to each other.

Part A

1. (a) State the challenges to HR professionals. **1.5**
- (b) Why is human resource planning important ? **1.5**
- (c) State the type of information typically found in job specification. **1.5**
- (d) Why is it important to conduct pre-employment background investigations ? **1.5**
- (e) What is the purpose of performance appraisal ? **1.5**

- (f) Explain the concept of potential appraisal. 1.5
- (g) State the objectives of succession planning. 1.5
- (h) What are the objectives of grievance handling procedure ? 1.5
- (i) How is outplacement necessary ? 1.5
- (j) State the different components of compensation. 1.5

Part B

- 2. (a) Explain what HR management is and how it related to the management process. 10
- (b) Compare the authority of line and staff managers. Give examples of each. 5
- 3. (a) Compare and contrast the methods for collecting job analysis data. 5
- (b) Explain ranking method, paired comparison method and 360 degree method of performance appraisal. 10
- 4. Describe the typical on-the-job training techniques. What do you think are some of the main drawbacks of relying on informal on-the-job training ? 15

- 5. (a) State and explain the different methods of training evaluation. 5
- (b) Discuss the process of training need analysis in detail. 10
- 6. (a) State the key role players in industrial relations. Describe, how they manage the relationships in the organization. 10
- (b) Write a short note on "Corporate social responsibility". 5
- 7. Discuss the specific, uniquely international activities an international HR manager typically engages in as compared to a domestic HR manager. 15