

14/5/24 (E)

Roll No.

Total Pages : 03

705201

May 2024

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

Human Resource Management (MPM-201)

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) Differentiate between Personnel management and Human resource management. 1.5
- (b) How is HRIS useful for an organization ? 1.5
- (c) State the type of the information typically found in a job specification. 1.5
- (d) Differentiate between Career planning and Succession planning. 1.5
- (e) State the objective of Human resource demand forecasting. 1.5

- (f) Why is it important to conduct potential appraisal ? 1.5
- (g) What are the objectives of corporate social responsibility ? 1.5
- (h) Explain the concept of 'outplacement'. 1.5
- (i) How are HR audit and accounting related with each other ? 1.5
- (j) Differentiate between Recruitment and Selection. 1.5

Part B

- 2. (a) Illustrate the HR management responsibilities of line and staff managers. 10
- (b) Explain, what is HR management and how does it relates to the management process. 5
- 3. (a) Differentiate between incentives and fringe benefits. 5
- (b) Compare and contrast the different methods for collecting job analysis data. State the advantages and disadvantages of each. 10
- 4. Briefly explain the process of human resource planning. State and discuss the different methods of human resource supply forecasting. 15

- 5. (a) Explain the linkage between Business strategy and the Effectiveness of performance management system. 5
- (b) Discuss ranking method, paired comparison method and 360 degree method of performance appraisal. 10
- 6. (a) Discuss the specific, uniquely international activities an international HR manager typically engages in as compared to a domestic HR manager ? 10
- (b) State the different methods of dispute resolution in an organization. 5
- 7. "Training programmes are effective means to prevent workforce obsolescence." Elaborate. 15