

Roll No.

Total Pages : 03

701207

May 2024

M.B.A. (Second Semester)

Human Resource Management (MGT-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) What are the primary functions of Human Resource Management (HRM) ? 1.5
- (b) What is an HRIS ? 1.5
- (c) Name the various methods of job evaluation. 1.5
- (d) What are ESOPs ? 1.5
- (e) What is the role of HR in succession planning ? 1.5
- (f) What is the importance of capacity building ? 1.5

- (g) What is the role of HR in a virtual organization ? 1.5
- (h) Differentiate between training and development. 1.5
- (i) What is the purpose of an HR audit ? 1.5
- (j) Define corporate social responsibility. 1.5

Part B

- 2. (a) Identify and discuss the major challenges faced by Human Resource Manager in the 21st century. How can HR managers adapt to these challenges to ensure strategic alignment with organizational goals ? 10
- (b) Describe the role of employee compensation management in attracting and retaining talent. 5
- 3. (a) What is Recruitment ? Describe various methods of recruitment. 5
- (b) What do you mean by international human resource management ? Elaborate the issues and challenges in managing international human resource. 10

- 4. Explain the significance of human resource planning and forecasting in achieving an organization's strategic objectives. Discuss the process involved in human resource planning and how it aligns with the overall business strategy. 15
- 5. (a) What is 'Industrial Relations' ? Explain the objectives of Industrial Relations. 5
- (b) Explain the significance of job analysis, also highlight how job descriptions and job specifications are developed and utilized for recruitment and selection. 10
- 6. (a) What is Performance Appraisal ? Explain any three methods of performance appraisal. 10
- (b) What is downsizing ? What are the precautions to be taken by managers while organizational downsizing ? 5
- 7. What is Industrial Dispute ? Describe the various mechanisms for settlement of dispute. 15