

**MASTER OF ARTS (PUBLIC  
ADMINISTRATION)**

**Term-End Examination**

**December, 2006**

**MPA-014 : HUMAN RESOURCE  
MANAGEMENT**

*Time : 3 hours*

*Maximum Marks : 100*

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**Note :** Attempt **five** questions selecting at least **two** from each section.

**SECTION A**

1. Discuss various approaches to Strategic Human Resource Management (SHRM) and analyse its different models. 20
2. Define Job Analysis. Highlight the methods to obtain data for job analysis. 20
3. Performance appraisal has been of significance since times immemorial. Compare the traditional and modern methods of performance appraisal. 20

4. “Material incentives motivate employees.” Discuss the statement and analyse the relevance of different types of incentives. 20
5. Discuss the meaning and significance of Employee Benefits. Highlight different types of benefits provided to employees in India. 20

### **SECTION B**

6. Define Redeployment and discuss its guiding principles and key issues. 20
7. Discuss the concept, objectives and significance of capacity building of employees. According to you, what steps are required for capacity building ? 20
8. Define Quality Circle and highlight its objectives, structure and process. 20
9. Discuss the nature and scope of Human Resource Audit and bring out the issues for designing an effective information system for Human Resource Audit. 20
10. Write short notes of around 300 words on each of the following :
- (a) Approaches to Management Development 10
  - (b) Methods of Conflict Resolution 10