

Printed Pages: 2 MBA – 203

(Following	Paper ID	and Roll No. to	be f	illed iı	n your	Answe	er Book)
PAPER ID	: 7046	Roll No.					

## M. B. A.

## (SEM. II) EXAMINATION, 2006-07

## **HUMAN RESOURCE MANAGEMENT**

Time: 3 Hours] [Total Marks: 100

**Note:** (1) Attempt **all** questions.

- (2) The figures in **right** margin indicate the marks.
- Answer any **four** of the following in about  $5\times4=20$ 250 words each:
  - i. Define human resource management. Discuss functions and objectives of HRM.
  - ii. What do you mean by job analysis? What are its uses?
  - iii. Explain the recruitment process.
  - iv. Discuss various factors which influence the selection process.
  - v. Write note on sensitivity training.
  - vi. Discuss the methods of appraisal.
- 2 How can organization develop human resource plans, when there are many rapidly changing environmental factors over which manager have little or no control.

## OR

2 Explain the internal sources and external sources of recruitment.

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3	(a)	Explain the meaning of compensation and discuss various factors affecting the employee compensation in corporate world.						
	(b)	Discuss various types of incentive systems.	10					
		OR						
3	a)	Describe the various methods for achieving employee participation. Suggest a suitable method for application to Indian conditions.	10					
	b)	Explain the need for and ways of ensuring employees health.	10					
4	a)	What is the meaning of 'TRADE UNION"? Discuss the reasons, due to which employees	10					
	b)	join unions.  What is grievance procedure? Explain its merits and demerits.	10					
		OR						
4	a)	Explain various aspects of industrial discipline. Discuss principles of industrial discipline.	10					
	b)	Do you think participative management is not successful in our country? Explain with suitable examples.	10					
5	Write	e short notes on any two of the 10+10	=20					
	follov	_						
	a)	Importance of training and development						
	b)	Methods of job evaluation						
	c)	Obstacles that restricts the growth of collective bargaining in India.						
	d)	Advantages and limitation of incentives.						
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