

2019

MBA

2nd Semester Examination

HUMAN RESOURCE MANAGEMENT

PAPER - MBA-203

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

(Turn Over)

Group - A

Answer any **EIGHT** questions form the following : 8 X 2

1. Define the term ' human resource management'.
2. Who is the propounder of human relations movement?
3. Distinguish between Job enlargement and Job enrichment.
4. What do you mean by human resource planning?
5. What is exit interview?
6. What is the full form of BARS?
7. What do you mean by Halo error?
8. What is work force analysis in HRP?
9. Distinguish between global company and MNC.
10. Who are Third country nationals?
11. What is job analysis?
12. Define 'talent management'.
13. What is 'off-the job' training?
14. Point out any four external sources of recruitment.
15. What to you mean by 'job description'?
16. Write two disadvantages of 'on-the-job' training.

Group - B

Answer any **EIGHT** questions from the following: 8 X 4

17. What types of information can we get from job description?
18. What do you mean by managerial judgement method in human resource planning?
19. Distinguish between on-the-job and off-the-job training.
20. HRM focuses on 'customers' delightment:- As HR manager of a factory how would you justify the statement?
21. As a student of MBA how would you explain the importance of HRM in the Organization settings?
22. "Some say Human Resource Planning and Man Power Planning are the same."— Justify your answer.
23. As a student of MBA do you think 'training' and 'development' are the same? Submit your views.
24. What is Graphic Rating scale ? Point out its salient features.
25. Give a brief outline of the objectives of recruitment.
26. Write a short note on 'Job rotation'.
27. What are the components of compensation?
28. What do you mean by 'error of central tendency'?
29. State the objectives of human resource planning.
30. Differentiate between 'on-the-job' training and 'off-the-job training.
31. What is potential appraise? How does it differ from performance appraise ?
32. What is the basic intention of Equal Remuneration Act, 1976?

Group - C

Answer any **FOUR** questions from the following: 4 X 8

33. Briefly discuss the procurement function of a HR manager in an organization.
34. Discuss one traditional and one modern method of performance appraisal.
35. Explain the concept of PCN, HCN, and TCN in the context of international human resource management.
36. Discuss the implications of exit policy in an organization.
37. Some are of the view that both Human Resource Management and Personal Management are the same, it is just like 'old wine in new bottle' ——— As a student of MBA do you endorse this? Submit the reasons in support of your view.
38. "Human resource planning activities consist of some steps" Discuss in this context the different steps of HRP activities.
39. As a junior HR executive of a company do you think that internal sources of recruitment are much more advantageous than external sources of recruitment? Discuss in support of your views.
40. Write short notes on (any **TWO**):
 - a) Pre-requisites for an effective potential appraisal system.
 - b) Training Process
 - c) Job evaluation
 - d) Flow chart of selection process

[Internal Assessment : 20 Marks]