

October, 2011

FC-90

**FELLOWSHIP EXAMINATION
HUMAN RESOURCES MANAGEMENT**

Reg. No.

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Time : 3 Hours]

[Total Marks : 100

Answer any **FIVE** questions only. All questions carry 20 marks each.

- | | Marks |
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| Q.1 Write Short Notes on :- | 5 each |
| a) Identification of Training needs. | |
| b) Four stages of Learning | |
| c) Mentoring | |
| d) Evaluation of Training | |
| Q.2 Explain from the HR point of view the significance of the following : | 5 each |
| a) Grievance Redressal | |
| b) Collective Bargaining | |
| c) Discipline | |
| d) Empowerment | |
| Q.3 a) Man is more important than a machine. Discuss this statement with relevance to Human Resources Management | 10 |
| b) You are in charge of recruitment in your organisation. Elucidate on the methodologies that you would undertake to recruit quality manpower. | 10 |
| Q.4 a) It is said that “While HR Management is pro-active, the Personnel Management is reactive.” Give your views. | 12 |
| b) Explain major functions of HR Management | 8 |

Q.5	Salary is not the only important aspect for employee satisfaction. Discuss this statement by giving specific examples from your organisation.	20
Q.6	Discuss Organisational Development and explain how this is useful in your organisation.	20
Q.7	a) Do you agree that delegation helps delegatee more than delegator	12
	b) Explain barriers of effective delegation	8
Q.8	a) Discuss the factors, which you will consider, as HR Manager, in deciding the posting of an Officer/Employee	10
	b) Draft a transfer and rotation policy which will help management in posting right person for the right job.	10

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