

SEM-45

M. B. A. (Second Semester) Examination, June. 2014

BUSINESS ADMINISTRATION

Paper : CP-203

(Human Resource Management)

Time Allowed : Three hours

Maximum Marks : 70

Minimum Pass Marks : 25

Note : Attempt questions of all three sections as directed.

Section-A

(Objective Type Questions) 10×1=10

Note : Attempt all questions. Each question carries 1 mark.

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PTO

1. State whether following statements are true/false :

- (i) The term HRM is now sought to be replaced by Human Capital Management (HCM).
- (ii) This 44 year old hot-shot from the private sector.
- (iii) BHEL had the objectives of becoming a leader in its chosen area of heavy electricals.
- (iv) Outsourcing of non-critical activities through subcontracting or ancillarisation determines HRP.
- (v) Demand forecasting is the process of estimating the quality of people.
- (vi) Industrial relations is a part of HRM.
- (vii) Human building programmes is the function of human relations.
- (viii) Organization of part of HRM.
- (ix) Concept of job and objective of job analysis.
- (x) Conflict management is part of managerial skills.

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Section-B

(Short Answer Type Questions) 5×4=20

Note : Attempt all five questions. Each question carries 4 marks.

2. Explain the strategic management process.

Or

Define strategic HR management. Bring out its importance.

3. Explain the various steps in the HRP process.

Or

Explain the techniques of employee demand forecasting.

4. Why do you think that job analysis and TQM are inconsistent? <http://www.apsuonline.com>

Or

What is selection? What is its importance?

5. Define the term 'training and development'. Bring out the importance of training and development.

Or

Write short notes on :

(i) Case study

(ii) Sensitivity training

6. What do you understand by employee remuneration?

Or

Justify the high remuneration paid to executives.

Section-C

(Long Answer Type Questions) 2×20=40

Note : Attempt any two in detail of the following questions. Each question carries 20 marks.

7. What roles do the external environment and competition have in formulating organisational strategies?

8. Are assessment centres a fair and valid way of selecting employees?

9. Do you think that Indian Executives are overpaid? Discuss.

10. Critically examine the need hierarchy theory of motivation.

11. Explain employee welfare, Industrial relations and trade unions.

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