

**2012**

**M B A**

**2nd Semester Examination**

**HUMAN RESOURCE MANAGEMENT**

**PAPER—204**

*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.*

*Write the answers to Questions of each Half in separate books.*

**(First Half)**

(Marks : 50)

1. Answer any four of the following : 4×5
- (a) Discuss the objectives of Human Resource Management. 5
- (b) State the difference between Recruitment and Selection. 5

*(Turn Over)*

- (c) State briefly the objectives of recruitment. 5
- (d) What are the barriers to effective selection process? 5
- (e) Write short note on occupational shift. 5
- (f) Explain how 'Delphi Technique' works to forecast human resource needs. 5
2. Answer any *two* of the following : 10×2
- (a) State the difference between Micro-level HRP and Macro-level HRP. 10
- (b) Discuss in brief the different methods of Performance Appraisal. 10
- (c) Discuss the problems associated with performance appraisal. 10

**[ Internal Assessment : 10 Marks ]**

**( Second Half )**

(Marks : 50)

3. Answer any *four* of the following : 4×5
- (a) What do you mean by 'employee welfare'? Mention three objectives of employee welfare. 2+3
- (b) Define the term 'industrial disputes' as per ID Act, 1947. 5
- (c) State the Gandhian approach to Industrial Relations. 5
- (d) Mention the major points of difference between strikes and lockouts. 5
- (e) State the barriers to empowerment. 5
- (f) Discuss in brief the different forms of trade union. 5
4. Answer any *two* of the following : 10×2
- (a) Briefly describe the statutory provisions regarding 'industrial safety' as per the Factories Act, 1948. 10
- (b) Briefly discuss the settlement machinery as per Industrial Disputes Act 1947. 10

- (c) Describe the different forms of workers' participation in management. 10

**[ Internal Assessment : 10 marks ]**

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