

NEW

2016

M B A

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.

1. Answer any *eight* questions of the following : 8×5
 - (a) Distinguish between HRP and Manpower planning.
 - (b) Discuss the scope of Human Resource Management.
 - (c) What are the limitations of human resource planning.
 - (d) In which situation, internal sources of recruitment is done ?

(Turn Over)

- (e) State the objectives of management development programme.
- (f) Discuss the barriers to effective selection.
- (g) What are the advantages of 'on the job' training?
- (h) Differentiate between Human Resource Management and Personnel Management.
- (i) Briefly state the objectives of Human Resource planning.
- (j) Define recruitment and state objectives of recruitment.
- (k) State and explain the concept of potential evaluation.
- (l) State the advantages of accident-free industrial organisation.

2. Answer any four questions :

4×10

- (a) Briefly describe macro and micro level human resource planning.
- (b) Describe the concept of Job description and Job specification with examples.

- (c) Discuss the operative functions of HR manager.
- (d) State the concept of Human Resource Planning. Identify and briefly explain the steps used in Human Resource Planning. 2+8
- (e) Discuss the methods used in On-the-job training and off-the-jobs training used in process of Human Resource Development.
- (f) Write short note upon any two of the following :
- (i) Ratio-analysis as a technique of Human Resource Planning.
 - (ii) Cognitive training method.
 - (iii) Management by objective (MBO).

[Internal Assessment : 20 Marks]
