

NEW

2017

M B A

2nd Semester Examination

HUMAN RESOURCE MANAGEMENT

PAPER—MBA-202

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) Write a note on workforce analysis in HRP.
 - (c) What is human resource management? Provide an overview of its scope.

(Turn Over)

- (d) Explain in brief any one technique which is used to ascertain human resource requirement of organizations.
- (e) 'Selection is an elimination process' - Explain.
- (f) What are the advantages of internal sources of recruitment?
- (g) Some say performance appraisal is a tool that helps companies to make decision on various abilities - As a junior executive of a company how would you justify this? Give reasons for your answer.
- (h) What is training? Point out the differences between 'on-the-job' and 'off-the-job' training.
- (i) What do you mean by intramural welfare?
- (j) Classify different types of accident.
- (k) Write a note on 'Vestibule Training'.
- (l) List the causes of labour turnover.

2. Answer any *four* questions : 4×10

- (a) Describe the operational functions of HR manager.
- (b) Mention statutory provisions on Health as per the Factories Act, 1948.
- (c) Discuss the process of human resource planning.
- (d) It happens that because of some problems performance appraisal system can not measure actual performance of employees. – Discuss in brief the problems.
- (e) It is the perception of some people that personal management and human resource management are the same. – As a student of MBA do you perceive the same? Provide your views in this context.
- (f) What is MBO? Mention the merits of MBO.

[Internal Assessment : 20 Marks]
