

NEW

2015

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.

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

1. Answer any *eight* questions of the following : 8×5
- (a) Differentiate between HRM and Personal Management.
 - (b) State the objectives of Human Resource Management.
 - (c) Write a short note on 360° performance appraisal.
 - (d) What are the limitations of human resource planning ?
 - (e) Discuss the disadvantages of internal source of recruitment.

(Turn Over)

- (f) What do you mean by the term 'Halo error'?
- (g) Discuss the objectives of performance appraisal.
- (h) What is Succession Planning?
- (i) Establish the role of Ratio Analysis in human resource demand forecasting.
- (j) What is Management by Objective (MBO)?
- (k) Justify the role of job rotation as an effective technique in on-the-job training.
- (l) Briefly differentiate between recruitment and selection.

2. Answer any *four* questions of the following : 4×10

- (a) Discuss in brief the operative functions of human resource manager.
- (b) As a HR Manager, how can you increase the morale of your employees?
- (c) State the barriers to effective selection process.
- (d) Briefly explain different types of selection tests.
- (e) Identify different methods of on-the-job training and discuss those methods to establish the role of each of them over management development. 3+7
- (f) What is human resource planning (HRP)? State the objectives and benefits of HRP. 2+4+4

[Internal Assessment : 20]
