

2022

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.

Answer all questions.

1. Answer any eight questions. 8×5

(a) Write the difference between HRM and Personnel Management.

(Turn Over)

- (b) Write the objectives and importance of HRM in the organization. 2+3
- (c) Write short notes on 'line and staff' functions.
- (d) Write the difference between 'Job Description' and 'Job Specification'.
- (e) Define Job Analysis and state the objectives of Job Analysis. 2+3
- (f) Write short note on '360° performance appraisal.'
- (g) Define Exit Policy and mention the key elements of an Employee Exit Policy. 2+3
- (h) 'There are some basic differences between Recruitment and Selection'. State the differences mentioning the basis for comparison.
- (i) Briefly outline the steps involved in conducting a training programme in a systematic way.

(j) Write the difference between Training and Development.

(k) Define the concept of MBO.

(l) Give your views on 'Potential Assessment' and objectives of 'Potential Assessment'. 2+3

2. Answer any *four* questions. 4×10

(a) Discuss the function of HRM.

(b) State the features of Human Resource Planning (HRP) and describe briefly the Process of HRP.

(c) Describe the various sources of Recruitment by highlighting the advantages and disadvantages.

(d) Explain the various methods of on the Job Training.

- (e) State the problems in Performance Appraisal Methods.
- (f) Critically review the HRM Practices for Multinational Organization.

[Internal Assessment - 20 Marks]
