PG/IIS/MBA/203/25

MBA 2nd Semester Examination, 2025

MBA

(*Human Resource Management*)

PAPER — MBA-203

Full Marks : 100

Time : 3 hours

Answer **all** questions

The figures in the right hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

GROUP — A

Answer any **eight** questions from the following :

5 × 8

1. Explain the difference between HRM and Personnel Management.

2. Discuss the advisory role of HR manager in an organization.

3. Distinguish between job description and job specification with suitable examples.

4. What information can we get from job description ?

5. Mention the factors influencing Human Resouce Planning.

6. Mention the objectives of vestibule training.

7. Explain the concept of performance appraisal. Write the objectives of performance appraisal. 2 + 3

8. Highlight two problems commonly faced in performance appraisals.

(Continued)

9. Discuss the Ranking Method, Paired Comparison Method and Graphic Rating Scale as traditional performance appraisal techniques.

10. Write the major objectives of strategic Human Resource Mangement.

11. Explain the concept of Exit Policy. How does it influence employee-employer relationships and organisational stability ?

2 + 3

12. What are the key challenges faced by HR managers in multinational organizations ?

GROUP—B

Answer any four questions from the following :

10 × 4

13. Explain, in brief, the process of Human Resource Planning. 10

14. Briefly explain Kirkpatrick's training evaluation model.

15. Discuss any two methods of management development programme.

16. Describe any four modern methods of performance appraisal. Highlight their key features.

17. Identify and explain the major barriers to effective implementation of SHRM in organizations.

18. State the advantages of using 360-degree feedback of performance appraisal over other performance appraisal techniques ? Highlight the common errors that may occur during the appraisal process.   5 + 5

[Internal Assessment — 20 Marks]