

CBCS SCHEME

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15CT663

Sixth Semester B.E. Degree Examination, June/July 2019 Human Resource Management

Time: 3 hrs.

Max. Marks: 80

Note: Answer any FIVE full questions, choosing ONE full question from each module.

Module-1

- 1 a. What do you mean by "Human Resource Management"? What are its core elements? (08 Marks)
b. Briefly discuss the emerging challenges for HR Managers. (08 Marks)

OR

- 2 a. What is the importance of Strategic Human Resource Management in Organizations? (08 Marks)
b. "Human Resource Management practices are culture bound". Discuss this statement and show how different cultures adopt different HRM practices. (08 Marks)

Module-2

- 3 a. Discuss the problems faced in human resource planning. How these problems can be overcome? (08 Marks)
b. What do you mean by 360 degree appraisal? What are the relative merits and demerits of 360 degree appraisal? (08 Marks)

OR

- 4 a. What do you mean by Human Resource Management? Discuss its scope and functions. (08 Marks)
b. What are HR demand forecasting techniques? Explain with examples. (08 Marks)

Module-3

- 5 a. What do you mean by Recruitment? How does it differ from selection? Also state the steps involved in the recruitment process. (08 Marks)
b. What is Job Analysis? Explain the techniques of Job Analysis. (08 Marks)

OR

- 6 a. Explain the concept of performance appraisal. Describe the modern methods of performance appraisal. (08 Marks)
b. Explain various stages involved in the selection of candidate for jobs in an organisation. (08 Marks)

Module-4

- 7 a. What is Compensation plan? Discuss the factors that should be taken into consideration while formulating an effective compensation plan. (08 Marks)
b. "Money cannot motivate all people under all circumstances". Discuss. (08 Marks)

OR

- 8 a. Write short notes on : i) Importance of training and development
ii) Advantages and limitations of incentives. (08 Marks)
b. What are the approaches of Human Resources Audit? Explain it with example. (08 Marks)

Module-5

- 9 a. What is Grievance procedure? Explain its merits and demerits. (08 Marks)
b. Explain the approaches to manage discipline. (08 Marks)

OR

- 10 a. How will you evaluate the effectiveness of a self development programme? What steps will you take to make it effective? (08 Marks)
b. Write short notes on :
i) Obstacles that restrict the growth of collective beginnings in India.
ii) Method of Job evaluation. (08 Marks)
