

June - 2008

Roll No. ....

Subject Code—9583-X

**M. B. A. EXAMINATION**

(Second Semester)

(Re-appear)

(2 Years—Old Scheme)

CP-201

**HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Maximum Marks : 70

**Note :** Attempt any *Five* questions. All questions carry equal marks.

1. Introduce in brief the functions of HRM.  
Explain the transmission of HRM into a professional management function.
2. Why is HR planning more common in large scale organisations than in small ones ?  
Explain the steps involved in HR planning process.

3. What is the difference between Recruitment and Selection ? How are firms exploring the different sources of recruitment for meeting the present recruitment challenges faced by IT firms.
4. Explain the new trends and techniques of training and development in Indian organisations.
5. What in your opinion is an effective Performance Appraisal System ? Which methods will you recommend for the Performance Appraisal of Employees in the wake of dynamic environment ?
6. How pay for performance is different from traditional pay system ? What are the factors responsible for determining the wages and salary in Indian organisations ?
7. What relationship do you foresee in Compensation Management and Job Evaluation ? Review the different methods of Job Evaluation and brief out their effectiveness.

8. Write short notes on any *four* of the following :

- (i) Potential Appraisal
- (ii) Difference between Job Analysis and Job Evaluation
- (iii) Career and Succession Planning
- (iv) Induction and Socialisation
- (v) Job Description and Job Specification.