## Human Resource Management (DE-1.3, MAY 2007)

Time: 3 Hrs Max Marks: 60

Note: Section A is compulsory. Attempt any four questions from Section B and any two from Section C.

## Section-A

- 1. a) Enumerate the benefits by adopting personal policies.
  - b) What are the barriers to Human Resource Planning?
  - c) Differentiate between 'Job Description' and 'Job Specification'.
  - d) Which training technique do you recommend for a fresh graduate engineer and why?
  - e) Define Industrial Dispute.
  - f) Classify accidents according to causes of events, nature of events and nature of injury.
  - g) "Motivation is the key to management in action". Justify the statement.
  - h) Differentiate between placement and induction.
  - i) Why 'Collective Bargaining' is not so successful in India?
  - j) A, an employee, enters into a contract with his employer B to accept his wages in kind and not in money. Can A later on demand his wages in cash? Explain.

## Section-B

- 2. Why is it important to conduct pre-employment background investigations? Explain how would you handle the problem of former employers being unwilling to give bad references on their former employees?
- 3. Explain Behaviorally Anchored Rating Scales (BARS) method of performance appraisal.
- 4. Explain the elements of Quality of Work Life.
- 5. Explain the variety of factors, which influence the industrial Relation System of an Organisation.
- 6. Why is it important for a company to make its human resources into a competitive advantage? How can Human Resources contribute in doing so?

## Section-C

- Describe the ways in which Human Resource Management practices are likely to change in changing business scenario.
- 8. Explain Workmen's Gratuity Act 1972 with respect to its payment, rate of gratuity, forfeiture, determination of amount and nomination.
- 9. Write short notes on: (a) Role of trade unions in maintaining cordial relations (b) Causes of Absenteeism and labour turnover and their control.