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Total number of pages:[2]

B. Tech. || 7th Semester (ME)

Open Elective

Human Resource Management

Subject Code: HU-251

Paper ID:

Time allowed: 3 Hrs

Max Marks: 60

Important Instructions:

- All questions are compulsory
- Assume any missing data

PART A (10x 2marks)

Q. 1. Short-Answer Questions:

- (a) Why are psychological tests used for selection of personnel?
- (b) Should promotion be based on merit or seniority? Give reasons.
- (c) Why is performance appraisal necessary in modern organization?
- (d) What is the purpose of career counseling?
- (e) What is meant by quality of work life?
- (f) What are the linguistic barriers to effective communication?
- (g) What is 'Hot Stove' principle of discipline?
- (h) List down the causes of absenteeism in industry?
- (i) What are the effects of industrial accidents on the organization?
- (j) How can workforce diversity be managed effectively?

PART B (5×8marks)

Q. 2. What is the significance of Human Resource management in an organization? CO1
Discuss in detail any three operative functions as performed by a human resource manager.

OR

What is the role of human resource planning in effective management of CO1 personnel? Throw light on the steps involved in human resource planning.

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Q. 3. What is the need for training in an industrial enterprise? Explain various CO2 principles of learning which are relevant for imparting training to workers.

OR

What do you understand by Job Analysis? What is the utility of job analysis in CO2 an organization?

- Q. 4. a. Briefly explain Job Grading and Factor Comparison as methods of job CO3 evaluation.
- b. What are the limitations of traditional methods of performance appraisal of personnel?

OR

- a. What are the objectives of trade union? CO3
- b. Explain the essentials of successful collective bargaining.

Q. 5. What is meant by industrial relations? Give suggestions to ensure harmonious CO4 industrial relations in an organization.

OR

Define motivation. Critically examine McClelland's theory of motivation. CO4

Q. 6. What kinds of retirement benefits are available to the employees under various CO5 legal acts? Discuss.

OR

What is meant by social security? Discuss the main provisions of Employees' CO5 State Insurance Act 1948.
