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Total number of pages:[2]

B. Tech. || 6th Semester (ECE)

Human Resource Management

Subject Code: ^{BTHU-602A} HU602A

Paper ID:

May 2018,

Regular

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:

- List down the advantages of having complete medical examination of a new employee.
- What are the benefits of promotion?
- What are the advantages of using 360-degree feedback as a technique of performance appraisal?
- What is the importance of career planning in an organization?
- How does job satisfaction affect both absenteeism and labour turnover?
- Differentiate between formal and informal communication.
- What are the qualities that an effective reward would contain?
- When does a grievance arise in an industrial establishment?
- How can accidents be avoided in an organization?
- Differentiate between positive and negative discipline.

PART B (5×8marks)

Q. 2. Explain the functions of Human Resource Management in modern enterprises.

CO1

OR

Define Human Resource management. Discuss in detail the challenges lying ahead of HRM. CO1

Q. 3. What is the importance of employees' training in organization? Briefly explain Sensitivity training, Programmed instructions and Case study as techniques of training. CO2

OR

CO2

- a. What are the benefits of Human Resource planning?
- b. How is job description different from job specifications?

Q. 4. a. "External sources of recruitment are better than internal sources of recruitment." CO3
Do you agree or disagree with the statement? Give reasons for your answer.

b. What factors affect compensation of employees in industrial organization?

OR

"Collective bargaining is important to both employer and employees." Do you agree CO3
or disagree? Give reasons in support of your answer.

Q. 5. Discuss the rationale of good human relations? How can workers participation in management contribute in creating harmonious industrial relations in an organization? CO4

OR

Define motivation. How do McGregor's Theory X and Theory Y of human behaviour help motivation of employees? CO4

Q. 6. a. Write an explanatory note on Group Life Insurance. CO5
b. Write the benefits available to the women employees covered under the Maternity Act, 1962.

OR

Discuss the various safety provisions made under the Factories Act, 1948. CO5
