

Roll No. ....

9/5/19

Total Pages : 3

OMMS/M-19

13029

**HUMAN RESOURCE MANAGEMENT**

Paper : CP-203

Time : Three Hours]

[Maximum Marks : 70

**Note :** Attempt any *eight* questions from Part-A and any *three* questions from Part-B.

**PART-A**

1. Examine some of the recent developments in compensation and reward management.
2. Elaborate High Performance Work Systems and their significance.
3. Throw light on status of Occupational Safety and Health in India.
4. Define Job Design. Discuss its key approaches.
5. Differentiate between Job Description and Job Specification.
6. Elaborate the various types of interviews.

7. Figure out some of the challenges which HRM is facing in contemporary time.
8. Identify the various types of Selection Tests which are most commonly used in selection of quality talent.
9. Explain some major problems which a rater commits while appraising rate.
10. Differentiate between Career Planning, Development and Career Management.

### **PART-B**

11. Why there is a need to evaluate training program? Discuss the criteria used for evaluating a training program. Also briefly highlight the methods used for evaluation.
12. Define Electronic-HRM. Examine its role in influencing the modern HR operations. Figure out key applications of E-HRM widely acknowledged in the contemporary time.
13. What is Job Evaluation? How it is different from Performance Appraisal. Elaborate the purposes of this activity and methods used for performing it.

14. Define Equal Employment Opportunity and Affirmative Action. Elucidate their dynamics and also explain how these two concepts are relevant in the contemporary times.
15. Define Grievance. How important for an organisation to develop its grievance procedure for managing disagreements. Identify the significant elements of model/standard grievance procedure.

Note: Attempt any eight questions from Part-A and any three questions from Part-B.

---

#### PART-A

1. Examine some of the recent developments in compensation and reward management.
2. Elaborate High Performance Work Systems and their significance.
3. Throw light on status of Occupational Safety and Health in India.
4. Define Job Design. Discuss its key approaches.
5. Differentiate between Job Description and Job Specification.
6. Elaborate the various types of interviews.