

( 2 )

4. What do you mean by selection, placement and socialisation of new employees ? Explain various types of psychological tests used in the selection process of a manager of a bank.
5. Explain the concept of career management. Also explain briefly the employee's as well as organisation's responsibilities in the matter.
6. What do you mean by management development ? Discuss various modern methods/techniques of management development and critically evaluate their effectiveness and suitability to present organisations.
7. What are the objectives of Trade Unions ? Explain the problems faced by trade unions and also suggest some measures to strengthen them.
8. What do you mean by Industrial dispute ? What are the basic causes and remedies of industrial disputes?

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MMS /M12

**HUMAN RESOURCE MANAGEMENT**

**Paper- CP-203**

*Time allowed : 3 hours]*

*[Maximum marks : 70*

*Note : Attempt five questions in all. Question No. 1 is compulsory. All questions carry equal marks.*

1. Explain the following concepts in brief :
  - (a) Objectives of compensation system
  - (b) Merit based pay
  - (c) Performance Management
  - (d) 360° feedback as a performance appraisal.
  - (e) Job enrichment
  - (f) Class-room lecture method
  - (g) Employee-empowerment.
2. Why is it important for companies today to make their human resources into a competitive advantage ? Explain how HR can contribute to doing this ?
3. What do you mean by job-analysis ? Explain various uses of job analysis.