

MMS/M08

Human Resources Management

Paper: CP-203

Time: Three Hours]

[Maximum Marks: 70

Note:- Attempt FIVE questions in all. Q.No.I is compulsory. All questions carry equal marks.

UNIT-I

1. Explain the following. The answer, should not exceed more than ten lines :
 - (a) What you understand by Planning?
 - (b) Explain the concept of 'Fringe Benefit.'
 - (c) Explain the concept of Paternalism.
 - (d) Job Specification.
 - (e) How do we forecast Human Resources Supply?
 - (f) Performance Appraisal.
 - (g) Quality of Work life.
2. Explain different challenges faced by Human Resource Management during the 21st Century.
3. It is believed that Top Management care little about human resources compared to such areas as Marketing, Finance, Production and Engineering. What might account for this perception and what would you do to change this?
4. What do you mean by Human Resources Planning? Discuss the process and methods of Human Resource Planning.
5. What do you mean by Selection? Discuss- the 'elements of good selection and the steps involved in the selection process.

6. Training provides workers with skills needed in the 'work place. However, many organizations have dynamic environment in which change is the norm. How can training requirements be identified when job duties are moving target?
7. Explain the process of 'Job Evaluation.' What are the different methods of Job Evaluation? Which method is best and why?
8. Write short notes on any two of the following:
 - (a) Management by Objectives
 - (b) Employee Empowerment
 - (c) Performance Appraisal
 - (d) Career Development.

