

Roll No.

Total No. of pages: 2

MMS/M11
Human Resource Management
Paper: CP-203

6803

Time: Three 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. Succession Planning
 - b. Job description and Job specification
 - c. Recruitment
 - d. Lecture Method
 - e. Equity Principle and Compensation Mgt.
 - f. Industrial relations and HRM
 - g. Industrial disputes and HRM
2. “The need for HRM occurs in all organizations, but larger ones are more likely to have a specialized HR function.” Elucidate.
3. What is Human Resource Planning? Explain steps involved in HRP process. Bring out problems in HRP and how can you plan for human resources in an effective manner?
4. Define training and development. Illustrate various techniques of management development with their merits and demerits.
5. Most of the employers use personality and intelligence tests more frequently for selecting employees. What are the pro’s and con’s associated with these types of tests?

6. What do you mean by compensation management? Explain various components of compensation system.
7. Why do employees join trade unions? Explain the role of trade unions in maintaining healthy industrial relations in an organization.
8. Write short notes on:-
 - (a) Induction and Socialization Programme.
 - (b) Employee Empowerment and HRM