

Roll No. ....

Total No. of Pages : 2

**MMSIMX**

**6791**

**Human Resource Management**

**Paper: CP-203**

Time: Three Hours]

[Maximum Marks : 70

Note:- Attempt FIVE questions in all. Q. No.1 is compulsory. All  
Questions carry equal marks.

**UNIT-I**

1. Explain the following terms. The answer should not exceed ten lines each:
  - (a) Competency Mapping
  - (b) Performance Management
  - (c) Wage Differentials
  - (d) Workforce Diversity
  - (e) Transactional Analysis
  - (f) Quality Circles
  - (g) Work-life Balance.

**UNIT-II**

2. "The Objective of Human Resource Management in an organization is to attain maximum individual development, desirable working relationship between employers and employees and effective participation of human resources as contrasted with physical resources." Elucidate.

3. What do you understand by the term Human Resource Planning? How would you draw a manpower plan for a newly established firm? What factors do you consider while forecasting manpower needs of an organization?
4. Briefly explain the concept of Selection. Outline the modern Selection techniques and methods followed by HR Managers while hiring Sales personnel for an Insurance Company. Defend your opinion with adequate reasoning.
5. What is Employee Training? Elucidate the common major steps followed by HR Managers' in the development of a Training Programme for a Service Sector organization. Describe the steps in detail with justification.
6. What is Succession Planning? How do the organizations plan for the succession of the employees? Discuss the Indian perspective with respect to modern concept of Managerial Succession Planning.
7. What is Industrial Dispute? Explain the machinery for the settlement of Industrial Disputes stipulated in Industrial Disputes Act, 1947. Also throw light on the weaknesses of the settlement machinery to derive justice.
8. What is the difference between Potential Appraisal and Performance Appraisal? Explain the various modern methods of Performance Appraisal being widely followed by the Indian Corporate Houses with their suitability, pros and cons.