

CDOE
MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS - 2020 COURSE)
M.B.A. (H.R.) Sem-II : WINTER :- 2021
SUBJECT: HUMAN RESOURCE MANAGEMENT

Day : Wednesday
Date 9/2/2022

W-22989-2021

Time : 02:00 PM-04:00 PM
Max. Marks: 50

N.B.:

- 1) Attempt any **THREE** questions from Section –I and any **TWO** questions from Section–II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in **SAME** answer book.

SECTION-I

- Q.1** Discuss the nature and scope of Human Resource Management and highlight its importance in the present environment. **(10)**
- Q.2** What do you understand by Human Resource Planning (HRP)? Explain the process of HRP. **(10)**
- Q.3** How is Training different from Development? Explain the concept of Training Need Analysis. **(10)**
- Q.4** Why is Performance Appraisal important for organizations? Explain from the employers and employees perspective its advantages and limitations. **(10)**
- Q.5** Write short notes on any **TWO** of the following: **(10)**
- a) Types of wages
 - b) Process of Job Evaluation
 - c) Fringe Benefits

SECTION-II

- Q.6** Describe a situation each where 'on the job' and 'off the job' training method is advisable. Support your answer with suitable justification. **(10)**
- Q.7** State the importance of Employee Relation Management (ERM) while explaining key tools for effective ERM. **(10)**
- Q.8** 'HR Planning (HRP) is the process of anticipating future business needs and environmental demands in an organization and attempt to provide sufficient manpower to fulfill business objectives.' In view of this statement, explain the process of HRP and the factors affecting HRP. **(10)**

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