

(d) Job Design

- 1-d. The human resource planning is done based on the _____. (CO2) 1
- (a) Market condition
 - (b) Financial condition
 - (c) External environment
 - (d) Organisational Plan
- 1-e. _____ is the process of introducing the new employees to the organization. (CO3) 1
- (a) Orientation
 - (b) Placement
 - (c) Training
 - (d) None of the above
- 1-f. _____ is an act of transferring an employee to a more suitable job after they have failed to perform well in their present position. (CO3) 1
- (a) Remedial transfer
 - (b) Replacement transfer
 - (c) Versatility transfer
 - (d) None of the above
- 1-g. The concept of MBO was given by _____. (CO4) 1
- (a) Peter F drucker
 - (b) Stephen P Robbins
 - (c) Edwin B Flippo
 - (d) Dale S Yoder
- 1-h. _____ is an off-the-job training method. (CO4) 1
- (a) Job rotation
 - (b) Seminars
 - (c) Orientation training
 - (d) Mentoring
- 1-i. _____ are also called 'payments by results'. (CO5) 1
- (a) Allowances
 - (b) Claims
 - (c) Incentives

(d) Fringe benefits

- 1-j. _____ is paid only at the time of employees exit after serving more than five years. (CO5) 1
- (a) Perquisites
 - (b) Gratuity
 - (c) Claims
 - (d) Allowances

2. Attempt all parts:-

- 2.a. Discuss the welfare aspect of HRM. (CO1) 2
- 2.b. List the components of Job Description. (CO2) 2
- 2.c. Define Outsourcing in Recruitment. (CO3) 2
- 2.d. Explain the 'Critical incident' technique of Performance Appraisal. (CO4) 2
- 2.e. Define Fair Wages. (CO5) 2

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3. Answer any five of the following:-

- 3-a. Define Strategic Human Resource Management. Explain its benefits to the organizations. (CO1) 6
- 3-b. Discuss the HR manager's role in the era of globalization and internationalization of market. (CO1) 6
- 3-c. State the various objectives of Human resource planning. (CO2) 6
- 3-d. Differentiate between Job Specification and Job Description. Frame JD and JS for any profile of your choice. (CO2) 6
- 3.e. Differentiate between Internal & External Sources of Recruitment. (CO3) 6
- 3.f. Discuss the various types of On the job training methods. (CO4) 6
- 3.g. Discuss the components of modern Compensation structure. (CO5) 6

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4. Answer any one of the following:-

- 4-a. Explain the concept of HR scorecard. Discuss the important steps in framing a score card. (CO1) 10
- 4-b. "There is a paradigm shift in HRM from its evolution to recent times". Discuss the statement in the light of changing roles of HR. (CO1) 10

5. Answer any one of the following:-

- 5-a. Discuss the HR supply forecasting techniques. (CO2) 10
- 5-b. Explain the methods of collecting job data in Job Analysis. (CO2) 10
6. Answer any one of the following:-
- 6-a. Explain the steps in Selection process. (CO3) 10
- 6-b. Discuss the concept and types of Interviews. (CO3) 10
7. Answer any one of the following:-
- 7-a. Discuss the methods of performance appraisal. (CO4) 10
- 7-b. Elaborate how the Training & Development activities in organization improves organization's effectiveness. (CO4) 10
8. Answer any one of the following:-
- 8-a. Write a note on "Redressal of Grievances". (CO5) 10
- 8-b. Managers of compensation and benefits play vital role in determining key aspects of decisions taken during strategy creation on compensation. The key premise is that the way employees are compensated can be a source of sustainable competitive advantage. Two alternative approaches namely "best-fit"/contingent business strategy/environmental context approach and "best practices" approach are common and applied by compensation and benefits managers in their decision-making on compensation. i) Based on the above approaches, design a compensation strategy using five issues (objectives, alignment, competitiveness, employee considerations and management). ii) What business strategy does your compensation structure seem to "fit" (i.e., cost cutter, customer centered, innovator, or something else)? Why? (CO5) 10