Subject: Human Resource Management | Course Code: MGMT 514

Full Marks: 60 | Time: 3:00 Hours

You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.

SECTION A: CRITICAL THINKING QUESTIONS (10 X1 = 10 MARKS)

Answer all questions.

Q1. Mention the meaning of human resource management.

Q2. What do you mean by job analysis?

Q3. State any two objectives of management development.

Q4. Give the concept of orientation.

Q5. Write any two reasons of HR outsourcing.

Q6. State the concept of job evaluation.

Q7. Make a list of types of reward.

Q8. Give any two causes of labor turnover.

Q9. State the meaning of industrial relation.

Q10. Write any two reasons behind employees joining in union.

SECTION B: SHORT ANSWER QUESTIONS 3 X 8 = 24 MARKS)

Answer any THREE questions:

Q11. Briefly describe the objectives of human resource management. 8

Q12. Employee training is necessary for improving the performance and quality of work. In the context of given statement, explain the method of employee training. 8

Q13. What do you mean by performance appraisal? Explain the importance of performance appraisal. 2+6

Q14. Give the meaning of reward and explain the different types of reward. 2+6

SECTION C: LONG ANSWER QUESTIONS (2 X 13 = 26 MARKS)

Answer any TWO questions:

Q15. Human resource planning is one of the essential management tools to ensure that the organization has right number and right kinds of people at right place and right time. In reference with this statement, give the meaning and steps involved in human resource planning to make it more effective. 3+10

Q16. What do you mean by collective bargaining? What steps are to be followed in the collective bargaining? Explain. 3+10

Q17. "Selection is the mechanism that determines the overall quality of an organization's human resources". In the light of the above statement, discuss the selection process that will ensure the appointment of most appropriate candidates for the vacant posts. 13

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