MP-108/MP-203(Old)

June - Examination 2026

Master of Business Administration (Ist Year) Examination

Human Resource Management

Paper : MP-108/MP-203 (Old)

[*Time: **3** Hours*] [*Maximum Marks: **80***]

Note :- The question paper is divided into three Sections A, B and C. Write answers as per the given instructions in each section.

Section-A **8×2=16**

(Very Short Answer Type Questions)

Note :- Answer **all** questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries **2** marks.

1. (i) What is the purpose of selection?

   (ii) Define training.

   (iii) What is wage structure?

   (iv) Define trade union.

   (v) What is a grievance?

   (vi) Name the three levels of collective bargaining.

   (vii) Classify social security programmes.

   (viii) Define HR research.

Section-B **4×8=32**

(Short Answer Type Questions)

Note :- Answer **any four** questions. You have to delimit your each answer maximum up to **200** words. Each question carries **8** marks.

2. Discuss the major problems and challenges encountered in Human Resource Planning (HRP) and explain their impact on organizational effectiveness.

3. Critically examine the various methods of job analysis and evaluate their suitability for different organizational situations.

4. Differentiate between training and development with reference to their objectives, scope, methods, and organizational significance.

5. Explain the objectives and importance of wage and salary administration in maintaining employee motivation and organizational efficiency.

6. "Trade unions perform a variety of functions beyond the economic interests of workers." Discuss this statement with suitable illustrations.

7. Explain the importance of discipline in industrial organizations and discuss its role in maintaining harmonious industrial relations and productivity.

8. Discuss the significance of collective bargaining in modern industrial relations and explain how it contributes to conflict resolution and employee welfare.

9. Explain the concept of human capital and discuss the importance of its development for organizational growth and economic progress.

Section-C

2×16=32

(Long Answer Type Questions)

Note :- Answer **any two** questions. You have to delimit your each answer maximum up to **500** words. Each question carries **16** marks.

10. Explain the objectives of Human Resource Management (HRM) and critically examine their significance in achieving organizational effectiveness, employee development, and long-term sustainability.

11. Discuss the essential requisites for effective career planning in organizations. Also explain the methods and criteria that can be used to evaluate the effectiveness of career planning programmes.

12. Analyze the major causes of indiscipline in Indian industries. Suggest suitable measures and strategies that organizations can adopt to promote and maintain discipline in the workplace.

13. Critically examine the statement, "An industrial worker in India is protected against social risks from birth to death." Discuss the various social security measures available to industrial workers and evaluate the extent of protection they provide.
