

9. Write short notes on any *two* of the following :

- (a) Social Security
- (b) Human Capital
- (c) Trade Unionism
- (d) Collective Bargaining.

MP-108/MP-203 (OLD)

June – Examination 2022

Master of Business Administration (Ist Year) Examination

Human Resource Management

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

Time : 1½ Hours]

[Maximum Marks : 80

Note :- The question paper is divided into two Sections A and B. Write answers as per the given instructions.

Section-A

4×4=16

(Very Short Answer Type Questions)

Note :- Answer any *four* 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 4 marks.

1. (i) Define Job Description.
- (ii) What is Aptitude Test ?
- (iii) What is Panel Interview ?
- (iv) Define Recruitment.
- (v) What is Career Planning ?
- (vi) Explain Ranking Method.
- (vii) State the purpose of medical examination in selection.
- (viii) What do you mean by Induction ?

Section-B

4×16=64

(Short Answer Type Questions)

Note :- Answer any *four* questions. Each answer should not exceed **200** words. Each question carries 16 marks.

2. Explain the roles of the human resource manager. Are there any differences between the role of Line and Staff Managers ? Explain with examples.
3. What do you understand by Human Resource Planning (HRP) ? Explain its objectives. What are the factors influence the HRP ? Explain various steps in the HRP process.

4. Explain the following terms :
 - (a) Job Design
 - (b) Job Enlargement
 - (c) Job Rotation
 - (d) Job Enrichment
5. Discuss the process involved in Selection. How does it differ from recruitment ? Briefly explain the methods of Selection.
6. What do you mean by Compensation ? What are the basic objectives of compensation management ? Discuss the steps involved in compensation management process. What are the components of Compensation Management ?
7. Explain the concept of performance appraisal and its objectives. Briefly discuss the methods of performance appraisal.
8. Discuss the causes and effects of grievance. Outline the features of a grievance procedure and the steps involved in it.