

Paper / Subject Code: 72202 / Group B: Business Studies (Management) : Human Resource Management

Time: 2 Hours

Total Marks: 60

N.B:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

- Q. 1) (a) Define the term Human Resource Management (HRM). Discuss its objectives. (08)
(b) Discuss about changing role of HR manager in recent times. (07)

OR

- (c) Explain the concept of HRP. What are the factors affecting HRP? (08)
(d) Briefly discuss the role of recruitment agencies. (07)

- Q. 2) (a) What are the different challenges faced by trainers? (08)
(b) Describe the various techniques of Management Development Programme. (07)

OR

- (c) Discuss the guidelines for conducting appraisal interviews. (08)
(d) Write a note on Managing promotions (07)

- Q. 3) (a) Write a note on Industrial Disputes Act. (08)
(b) Write a note on Prevention of Sexual Harassment Act. (07)

OR

- (c) Highlight the prominent features of Minimum Wages Act. (08)
(d) What are the features of Provident Fund Act? (07)

- Q. 4) A) Fill in the blanks with appropriate options. (05)

- 1) Traditional HRM is _____ in nature.
a) Proactive b) Reactive
c) Modern d) New age
- 2) _____ refers to variety of difference among employees of the organization related to their age, gender, physical abilities, education and so on.
a) Job Specification b) Job Rotation
c) Employee turnover d) Workforce Diversity
- 3) The objective of Trade Union Act is _____.
a) Improve working condition b) Ensure Security of Workers
c) Obtain better economic returns to employees d) All of these

- 4) ____ is a retirement benefit provided to employees, in order to provide financial security.
- a) Gratuity
b) Wages
c) Tax
d) Fines
- 5) _____ is a full-time job split between two employees, each with responsibility for the success of the total job.
- a) Job Analysis
b) Job Policy
c) Job Sharing
d) Job Specification

Q. 4. B) State whether the following statements are True or False. (05)

- 1) Human Resource Management (HRM) includes Human Resource Planning (HRP).
- 2) Job description provides information about candidate required for vacant job position in an organization.
- 3) Job rotation and promotion are the same concepts.
- 4) ESIC Act is the social security act applicable to the employees earning upto Rs.21000/- p.m.
- 5) Millennials are also known as Generation Y.

Q. 4. C) Match the Column. (05)

Group A	Group B
1) HRIS	a) Seminars and Workshops
2) Off-the-Job Training	b) Allowance paid to employees or their dependents in event of an accident or injury including some occupational disease
3) Knowledge enrichment	c) Burnout
4) Workmen Compensation Act	d) Pilot
5) Work-Life imbalance	e) HR Software

OR

Q4. Write Short notes on (Any Three) (15)

- 1) Stress and its impact on job performance.
- 2) Employee Engagement
- 3) Talent Management
- 4) VUCA Environment
- 5) H.R. Practices at global level