

Note : All question all

Q1. Answer any FOUR of the following in about 250 words each : (5x4)

- (a) "Recruitment is a true sales function" Elucidate the statement.
- (b) Distinguish between the job description and job specification.
- (c) Enlist the important factors affecting the compensation policy.
- (d) Underline the role of job evaluation in compensation management.
- (e) What are the causative variables responsible for indiscipline in an industrial organisation?
- (f) Examine the role and importance of exit interviews in smooth separation of employees.

Q2. "There has been a knowledge explosion in the field of human resource management in the recent past and the trend is likely to continue in the future" Elaborate the statement and enumerate the recent developments in the field of human resource management. (20)

OR

Discuss the process of formulating the human resource policies. What are the factors that should be taken into consideration while formulating human resource policies? (20)

Q3.(a) What do you mean by human resource information system? Discuss the sources of information relevant to human resource management. (10)

(b) Why has there been increased emphasis on human resource planning? Illustrate with example the process of human resource planning. (10)

OR

(a) What are the common pitfalls in selection interview? What measures would you adopt for making the interview more effective and purposeful? (10)

(b) What is the need of training and development in an organization? (10)

Q4 (a) Explain the meaning and importance of performance appraisal. Also discuss the 360 degree technique of performance appraisal. (10)

(b) Elaborating the meaning of fringe benefits, trace out the rationale behind fringe benefits. (10)

OR

(a) Enumerate the different causes of employee's grievance and outline the various steps involved in model grievance handling procedure. (10)

(b) Describe the termination procedure and highlight the human aspects of termination. (10)

Q.5. Write note on any TWO of the following ; (2x10)

- (a) Job analysis
- (b) Methods of management development
- (c) Disciplinary procedure
- (d) Union-management relation