

M.A. / IV Sem

A

PSYCHOLOGY - Paper - 403
HUMAN RESOURCE PRACTICES

Time : 3 hours

Maximum Marks :38

(Write your Roll No. on the top immediately on receipt of this question paper.)

All questions are compulsory.

1. Discuss in detail the rationale behind 'Competency based HR Programme' and bring out major concerns in its implementation. 08

OR

- Compare Job Analysis with Competency Assessment and critically discuss various methods for obtaining job information. 08

2. Discuss some perspectives for inclusion and sustainable diversity change in context for Indian organizations. Give suitable examples. 08

OR

The "socio-cultural environment affects internal work culture and HRM Practices". Elaborate. 08

3. Compare and contrast the conventional approach to strategic planning with value based approach to developing strategy for managing human resources in organizations. 08

OR

Discuss elements of Workforce planning and elucidate using examples the ways it needs to be integrated with business and HR strategies. 08

4. Bring out the role of vision and mission of the organization in shaping policies, practices and programs related to Human resources practices. Give examples from the classroom discussions. 08

OR

Discuss the various metaphors and rhetoric used in the contemporary organizations with suitable examples. 08

5. Discuss the challenges associated with global competition. Bring out the salient human resource practices used in organizations. 06

OR

Suggest the strategies for attracting, managing and retaining talent. Examine the contribution of psychological processes in the same. 06