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MBA (FT)

Paper MBAFT -6106
Human Resource Management

(Admissions of 2010 and onwards)

Time : 3 hours   Maximum Marks :50

(Write your Roll No. on the top of immediately on receipt of this question paper).
Attempt any five questions. All questions carry equal marks.

1. Examine the concepts of *Job Analysis & Job Description.* Explain briefly, with suitable examples, how job analysis and job description are important for Human Resource Planning, Selection, Performance Appraisal and Training.

2. Explain the objective and process of Human Resource Planning. Illustrate with the help of suitable concepts and adequate examples how HRP affect organisational productivity and employee efficiency.

3. What is the meaning of *Job Evaluation*? Examine the role of job evaluation for preparing compensation systems and illustrate how different compensation packages affect employee motivation.

4. Explain how *grievance* is different from an *industrial dispute.* Illustrate either the steps and process involved in grievance handling or the statutory provisions available for the settlement of Industrial Disputes under Industrial Disputes Act, 1947.

5. Explain the meaning and relevance of Trade Unions. Illustrate with suitable examples how the *System Model* developed by John Dunlop can be used to understand the current Industrial Relations scenario in India

6. How is Performance Management different from *Performance Appraisal* ? Examine with the help of suitable concepts and empirical examples, the steps that are being taken by organisations to improve employee performance.

7. It is often said that training should not be seen as an expense but an investment. Illustrate with the help of suitable principles and examples the steps that organisations need to follow to ensure adequate ROI from training.

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