

**Code No: MB1622/R16**

**MBA II Semester Regular/Supplementary Examinations, May/June-2019**

**HUMAN RESOURCE MANAGEMENT**

**Time: 3 Hours**

**Max. Marks: 60**

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*Answer Any FIVE Questions  
All Questions Carry Equal Marks  
Question No. 8 is Compulsory*

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| 1. | a | Define HRM. Discuss various functions of HRM.  | 6M |
|    | b | Discuss the changing role of Human Resource Management in India.                                       | 6M |
| 2. | a | What is the need of having a HR policy? Discuss important Characteristics & Components of a HR Policy? | 6M |
|    | b | Discuss in detail the strategic role of Human Resource Managers.                                       | 6M |
| 3. | a | Explain the term Recruitment. Discuss various sources of Recruitment.                                  | 6M |
|    | b | Distinguish between Recruitment and Selection.   | 6M |
| 4. | a | Discuss various methods of Training.   | 6M |
|    | b | Explain the concept and nature of Human Resource Development.  | 6M |
| 5. | a | Briefly discuss various methods of Performance Appraisal.  | 6M |
|    | b | Explain the internal as well as external factors influencing employee compensation.                    | 6M |
| 6. | a | Briefly explain the determinants of payment of wages.  | 6M |
|    | b | Explain the statutory provisions relating to employee welfare in India.                                | 6M |
| 7. | a | Explain the significance of workers participation in management  | 6M |
|    | b | Define Trade Unions. What are its objectives and functions?  | 6M |

8. Case study

12M

A&P is a large computer manufacturing company having a separate training department. Mr. Ramesh Bhargav has just been assigned to the training department. His job is to evaluate the training programme and he has to work directly with the training and development programme for the first line supervisors. He has also been charged with the responsibility of measuring the effectiveness of some of the company's training programmes. The usual evaluation programmes which is followed in the company has been to administer a reaction questionnaire, which is given to the trainees at the end of the training programme. Mr. Bhargav is skeptical about this method. He thinks that anyone who receives time off from the work to go to a training programme at a place different from the work place, might think that the programme was great. He wants to find other means of evaluating the programme, which will truly measure its results and effectiveness. One method he has thought about to send questionnaires to the subordinates whom the trainee supervisors supervised, thought he is not very comfortable about sending out such questionnaires. He knows that these will not very meaningful. But he has to do something to evaluate the effectiveness of the training programme. He is in a real dilemma now.

Questions:

- i. Does sending out the questionnaires is a good alternative?
- ii. What type of experiment, in your opinion, can be designed to evaluate the programme?

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