



**MBQ-161100020204** Seat No. \_\_\_\_\_

**M. B. A. (Sem. II) (CBCS) Examination**

**April / May - 2018**

**Human Resource Management**

Time : 3 Hours]

[Total Marks : 70

**Instruction :** All questions carry equal marks.

1 Discuss various on-the-job and off-the-job training methods with its advantages and limitations.

**OR**

1 What are the different methods of performance appraisal?

2 (A) Discuss the various internal and external sources of recruitment.

(B) Explain in brief - job rotation, job enlargement and job enrichment?

**OR**

2 (A) What do mean by Employee Empowerment? Bring out its importance and limitations.

(B) Suggest best possible strategies for successful transfer and separation for modern employees.

3 Explain the evolution of human resource management.

**OR**

3 Discuss the need for human resource planning at global, national, Industry and company levels.

4 (A) Discuss the various financial and non-financial rewards in motivating the employees.

(B) Write short note :

- Employee referrals
- Succession planning

**OR**

MBQ-161100020204 ]

1

[ Contd....

- 4 Describe and comment on :
- Code of discipline
  - Unfair labour practices
- 5 A Protect and Gamble survey shows that wearing the right make-up can help women move up the career faster. Another survey by Aziz Corporation in Britain of 100 company bosses showed that one in four employers were more likely to give a job to a woman who wore make-up than one who did not. A third of those surveyed felt that a woman without make-up looked like she couldn't be bothered to make an effort. Again, Aziz Corporation, which is a communication and leadership consultancy, is in the business of image management and its consultants seem to be in the job of dishing out advice such as the etiquette of wearing heels to businesswomen to make an impact in boardrooms. Kaya Skincare, along with Nielsen had some time ago done a survey of the Indian men in the 18-50 age groups, which showed that they were quite aware of the importance of personal grooming for workplace success. 8 out of 10 men surveyed said that being wellgroomed had a positive effect on their careers.

**Questions :**

- (1) Do you think it is weird yardstick on career progress for women, sometimes for men do?
- (2) Does this survey show that things are easy for women once if they were the right shade of lipstick?
- (3) Do you think it is true in the case of men's career too?
- (4) Do you buy an argument that who take care of themselves also take care of their jobs better?
- (5) Don't you think that it is a discrimination to give more wages and faster promotion to attractive workers (both gender)?