



PAQ-010-004702

Seat No. _____

**Fourth Year Bachelor of Hotel And Tourism
Management (Sem. VII) (CBCS) Examination**

October / November - 2018

**7.2 : Human Resource Management
(New Course)**

Faculty Code : 010

Subject Code : 004702

Time : Hours]

[Total Marks : 70

- Instructions :** (1) The maximum marks is 70
(2) Attempt any five questions. All questions carry equal marks i.e. 14 marks each.

- 1 Elucidate on how Human Resource Management can impact an organization? List the challenges faced by a hotel Human Resource department and also mention the possible solutions to the challenges faced.
- 2 Write a detailed note on Recruitment process being one of the major functions of Human Resource department.
- 3 "Retaining Talent in an Organization requires a continuous effort of Human Resource Department". Justify the statement encompassing the elements of Talent Management with relevant examples.
- 4 Elaborate on any **two** from below :
 - (a) Leadership and different styles of Leadership
 - (b) Components of Organizational Culture
 - (c) Role of Human Resource department in facilitating and managing change

- 5 What is Compensation? Why is compensation planning important for organizations? List the factors with relevant examples that affect compensation planning.

- 6 What are industrial disputes? List and explain the measures to improve Industrial Relations. Explain the various methods of settlement of Industrial disputes with relevant examples.

- 7 Elaborate on any **two** from below :
 - (a) ESIC Act 1948
 - (b) Indian Factories Act 1948
 - (c) Payment of Bonus Act 1965

- 8 Explain Discipline from Human Resource perspective in an organization. List the causes for breach of discipline in an organization. List the guidelines and procedure for disciplinary action.

- 9 What is Performance Management? List some of the Performance Management tools used in different organizations. Elucidate on the main features and benefits of Performance Appraisal.

- 10 Elaborate on Reward Management as an essential function of Human Resource. Discuss the aims and elements of Reward Management.
