



**PAU-161100080205** Seat No. \_\_\_\_\_

**M. B. M. (Banking and Finance) (Sem. II) (CBCS)  
Examination**

**August / September - 2020**

**Human Resource Management**

Time : **3** Hours]

[Total Marks : **70**

- 1 Discuss Strategic HRM and various steps included in the process of SHRM. **14**

**OR**

- 1 Define Human Resource Management. Explain various Models of HRM and which one is best according to you and why? **14**
- 2 What is Human Resource Planning ? Give the details for HRP process, importance and barriers. **14**

**OR**

- 2 Define Trade Unions. Explain the details of functions and role of Trade unions in the HRM system. **14**
- 3 Explain various Training Methods and Development Programmes used for employees in different organizations. **14**

**OR**

- 3 What are Employee's Grievances and sources of the same? Explain Industrial Disputes and the settlement approaches for the same. **14**

4 What is Recruitment, Selection and Induction? Explain 14  
in detail the process of Recruitment, Selection and Induction  
of your Organization.

**OR**

4 Define Job Evolution and Performance Appraisal. If you 14  
are the HR manager of your organization, which different  
methods of Performance Appraisal you will use?

5 Write short notes : (Any Two) 14

(A) Remuneration, Incentives and performance based 7  
payments.

(B) Employee benefits and services. 7

(C) Employee's empowerment and evaluating HRM 7  
effectiveness.

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