



**PAT-19MBA204**

Seat No. \_\_\_\_\_

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

**August - 2020**

**Human Resource Management**

Time : 3 Hours]

[Total Marks : 70

- 1 Define Human Resource Planning (HRP) and explain its uses and benefits.

**OR**

- 1 What are the various stages of selection process-explain in detail.
- 2 (A) What are the various methods of performance appraisal?  
(B) List out the various recruitment sources.

**OR**

- 2 (A) Explain in detail necessary steps in SHRM process.  
(B) Discuss the terms- job analysis and job specification.
- 3 Explain in brief various methods of training with their advantages and limitations.

**OR**

- 3 Explain in brief the various models of Human Resource Management. Which according to you is the most comprehensive and why?
- 4 (A) How important a Career planning is for an Employee and Organization.  
(B) Define Succession planning in brief.

**OR**

- 4 (A) Explain in brief various components of internal environment of HRM.  
(B) Explain the terms : Induction and Orientation.

5 Mr. Sharma, the Human Resource Director for Classic Corporation, has come to the conclusion that the firm has not been getting the better students from college campuses that have visited. Classic Corporation currently has system to send recent recruits go back to their own campuses to conduct employment interviews for entry level management positions. This is based upon the belief of the last Human Resource Director that, recent graduates are better able to develop rapport with current college students. Other Firms send older to be more experienced interviewers to these campuses, and as a consequences, appear to be more successful in their recruiting efforts. Mr. Sharma is now considering a complete review of the recruitment practices of the firm in order to ensure that appropriate methods are being adopted and that they are effectively used. He believes that the first step is to review all of the methods available and to determine when, and for which labor market each is most effective. This seems a difficult job, and he is wondering if it can be done at all.

What recommendations would you make to Mr. Sharma to improve the firms' college recruiting for entry level management positions? Explain your recommendations; also determine the labor market(s) in which each of the recruitment methods will be most effective.