



PAP-1602070701080700 Seat No. _____

M. P. M. (Sem. VIII) (CBCS) (W.E.F. 2016) Examination

August - 2020

Human Resource Management

Time : 3 Hours]

[Total Marks : 80

- Instructions :** (1) Attempt three questions from each section.
(2) Questions 1 and 5 are compulsory.
(3) Figure to the right indicates full marks for the respective question.
(4) Draw neat and clean diagram when required.

SECTION - I

- 1** Answer the following questions : (Any **Seven**) **14**
- (1) Explain the term 'HR development'.
 - (2) What is HR Audit?
 - (3) Define Job specification with suitable example.
 - (4) Explain HRM as an art and a science with example.
 - (5) What do you mean by Job Retention?
 - (6) Describe Human resource management.
 - (7) Explain Critical thinking.
 - (8) Describe the term HR Policy.
 - (9) State the meaning of Incentive with suitable example.
 - (10) Discuss Employee turnover.
- 2** Answer the following questions :
- (1) Explain meaning & essential characteristics of Human resource management. **7**
 - (2) Discuss Employee Selection Process in detail. **6**
- 3** Answer the following questions :
- (1) Explain Organizational structure of Personnel department with suitable graph. **7**
 - (2) Write a detail note on Process of Job Analysis. **6**

- 4 Answer the following questions :
(1) Explain any four External sources of Recruitment 7
with suitable example.
(2) Discuss the Process of Performance appraisal in detail. 6

SECTION - II

- 5 Answer the following questions : (Any Two) 14
(1) Write a note on Process of Designing a training program.
(2) Discuss Changing environment- and- its effect on human
resource management.
(3) What are the various Qualities that should be needed
to become an HR manager? - explain.
- 6 Answer the following questions :
(1) Discuss the MBO and Grading method of Performance 7
appraisal.
(2) Write a detail note on Retirement and Retrenchment. 6
- 7 Answer the following questions :
(1) Discuss any four Off-the-Job training methods with 7
example.
(2) Differentiate Time wage and Piece wage system. 6
- 8 Answer the following questions :
(1) Discuss aims and characteristics-of sound HR Policy. 7
(2) What are the Responsibilities of Personnel 6
Specialist? - Discuss.
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