



BBK-1612060701080700 Seat No. _____

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

July – 2021

Human Resource Management

Time : 3 Hours]

[Total Marks : 80

Instructions :

- (1) Attempt three questions from each sections.
- (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 On-the-Job training method.
- (2) Write the full form of VRS.
- (3) Describe the term HR Audit.
- (4) Why HRM is Continuous process ?
- (5) Define the term 'Procurement'.
- (6) What is the meaning of Remuneration ?
- (7) Define Job specification with suitable example.
- (8) What is HR policy ?
- (9) Define Voluntary Retirement.
- (10) Explain concept of Exit Interview.

2 Answer the following questions :

- (1) Explain the Personnel Role and Fire-fighting Role of HR Manager. **7**
- (2) Write a detail note on Human Resource Planning Process. **6**

- 3** Answer the following questions :
- (1) Discuss any Five Off-the-Job training methods with appropriate example. **7**
 - (2) Explain Operative Functions of HRM. **6**
- 4** Answer the following questions :
- (1) Discuss factors influencing Personnel policy. **7**
 - (2) Write a detail note on Retrenchment and Retirement. **6**
- SECTION - II**
- 5** Answer the following questions : (any two) **14**
- (1) Discuss the Traditional External Sources of Recruitment with appropriate illustration.
 - (2) Explain HRM. Discuss objectives and characteristics of sound HR Policy.
 - (3) Discuss the Process of Performance Appraisal.
- 6** Answer the following questions :
- (1) Explain Organizational structure of Personnel department with suitable graph. **7**
 - (2) Describe Objectives of Human Resource management. **6**
- 7** Answer the following questions :
- (1) Write a detail note on Time wage and Piece wage system. **7**
 - (2) Explain Significance of HR department in Pharmaceutical Company. **6**
- 8** Answer the following questions :
- (1) Write a detail note on Job Analysis. **7**
 - (2) Discuss the Graphic Rating Scale and Ranking method of Performance appraisal. **6**