

Roll No.

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13229

CMMS / M-18

HUMAN RESOURCE MANAGEMENT

Paper-CP 203

Time allowed : 3 hours]

[Maximum marks : 70

Note :- Attempt any *Eight* Questions from Part-A and any *three* questions from Part-B.

Part-A

1. Identify the key determinants of compensation.
2. Differentiate between Induction, Orientation and Socialisation. Use examples.
3. Is HRM different from Talent Management? Justify your viewpoint.
4. Throw light on various sources of procuring manpower. Why internal sources are preferred over external while recruitment?
5. Explain the HR Model given by David Guest.
6. Elucidate the process of conducting Job Analysis.
7. How HRP and Strategic Planning are linked? Explain.
8. Elaborate the concepts of Affirmative Action and Equal Employment Opportunity and their relevance in HR discipline.
9. What is Selection Audit? On what parameters an audit of selection process is performed?

(2)

10. Discuss the range of activities covered under Occupational Safety and Health in India.

Part-B

11. What is Training Need Analysis? Why it is important? Throw light on the widely used methods of analyzing Training needs of Individuals, Groups and the whole organisation.
12. In the modern organisations work in workplace is accomplished through greater use of technology and gadgets for achieving efficiency. In the light of the statement figure out some of the common health hazards from which employees of the present times suffers the most and also suggest appropriate remedies.
13. Elaborate the most relevant and widely used methods of appraising and managing the performance of employees. Briefly mention their suitability, pros and cons also.
14. Identify the methods for performing demand forecasting of manpower while doing HRP. Also mention the key factors which influence the demand of manpower in modern times.
15. Define the phenomena of Fair Treatment at work. Also elaborate the mechanisms and methods employed to promote ethics and fair treatment at workplaces in present time.