

## P79/MBA205/EE/20160524

Time : 3 Hours

Marks : 80

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### Instructions :

1. All Questions are Compulsory.
  2. Each Sub-question carry 5 marks.
  3. Each Sub-question should be answered between 75 to 100 words. Write every questions answer on separate page.
  4. Question paper of 80 Marks, it will be converted in to your programme structure marks.
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1. Solve any **four** sub-questions.
  - a) What are the functions of Human Resource Management? 5
  - b) Trace the need of effective Human Resource Planning. 5
  - c) Explain the general steps followed in a selection process. 5
  - d) Distinguish between Training and Development. 5
  - e) Define Motivation. What is the importance of Motivation? 5
2. Solve any **four** sub-questions.
  - a) Account for the process of Management by objectives. 5
  - b) What are the advantages and disadvantages of piece wage system? 5
  - c) How do you take disciplinary actions? 5
  - d) What do you mean by Collective Bargaining? Mention its current trends in India. 5
  - e) Discuss the information provided by Human Resource Information System. 5

3. Solve any **four** sub-questions.
- a) What is Globalization? Explain the threats from Globalization. 5
  - b) Discuss the important skills that an efficient Human Resource Manager should possess. 5
  - c) Explain the concept of Job Analysis. What are the steps involved in its process? 5
  - d) Trace the main objectives of Executive Development. 5
  - e) Explain the different types of variable pay programs. 5
4. Solve any **four** sub-questions.
- a) Define Performance appraisal. What are its objectives? 5
  - b) Trace the factors influencing compensation planning. 5
  - c) As a personnel manager how do you handle the grievance effectively? 5
  - d) Give the advantages of Human Resource Accounting. 5
  - e) Explain the external factors impacting International Human Resource Management. 5

