

Total number of printed pages—3

25 (2) HRMN 204

2014

HUMAN RESOURCE MANAGEMENT

Paper : 204

Full Marks : 70

Time : Three hours

*The figures in the margin indicate full marks
for the questions.*

Answer any five (5) questions.

1. Discuss the functions and specialist H.R.M. responsibilities of a Human Resource Manager. 14
2. (a) Define and discuss the relationship among Job Analysis, Job Description and Job Specification. 14
- (b) What is Job Design? Discuss the various job design approaches. 7×2=14

3. What are the objectives of Job Evaluation?
Describe the job evaluation process. 14
4. (a) List the components of an Executive Compensation Package. 14
(b) List the fringe benefits to be offered to employees of a manufacturing unit as part of the Compensation Package. 7×2=14
5. (a) Discuss the types of analyses involved in the process of identification of training need.
(b) Explain how the effectiveness of a training programme can be evaluated. 7×2=14
6. (a) Describe the various steps involved in selection of personnel.
(b) Critically examine the pros and cons in adopting Reservation for Women, S.T./S.C., OBC, etc. in the selection process of public sector undertakings. 7×2=14

7. Write notes on *any two* of the following :
7×2=14

- (i) Employee Separation
(ii) Industrial Relation and role of the Trade Union
(iii) Career Planning
(iv) Employees Health and Wellness Programme.