

25 (2) HRMN 204 (N)

2012

HUMAN RESOURCE MANAGEMENT

Paper : 204

(New Syllabus)

Full Marks : 70

Time : 3 hours

The figures in the margin indicate full marks for the questions

Answer any **five** questions

1. (a) Explain the concept of human resource management and the principles involved. 7
- (b) Explain the HRM societal, functional and personal objectives. 7
2. (a) Define 'job' and 'job design'. Discuss various job design approaches. 7
- (b) How, as an HR manager, you will deal with a human resource surplus situation? 7

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(Turn Over)

3. (a) Explain, in detail, the recruitment process and the factors influencing recruitment. 7
- (b) Discuss, in detail, various sources of manpower. 7
4. Explain the concept of industrial relations with reference to scope, importance and the influencing factors. 14
5. (a) Explain the difference among the terms 'training', 'development' and 'education'. 7
- (b) Describe the complete training cycle. 7
6. (a) Describe the concept of performance appraisal and its objectives. 7
- (b) Discuss the methods of assessment center and 360° appraisal. 7
7. Explain the scope of wage and salary administration, and various components of compensation payment. 14
8. What is the basic purpose of job evaluation? Explain, in detail, the job evaluation process. 14

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