

28/11/2014

QP Code : 17617

(3 Hours)

[Total Marks : 60

- N. B. : (1) Question No 1 is Compulsory.
(2) Attempt any four from remaining six questions.

1. Attempt any two from the following questions :- 20
 - (a) Explain the Demand Forecasting Techniques for HRP.
 - (b) What are the challenges faced by different organisations in implementing organisational change?
 - (c) What are the various motivational strategies adopted in organisations?
2. Attempt any two :- 10
 - (a) Explain the Induction process in brief.
 - (b) What is meant by the MBO approach?
 - (c) Explain Organisational Development and its need.
3. Attempt any two :- 10
 - (a) What is Employee Empowerment and Employee Engagement?
 - (b) What is career planning?
 - (c) What is the scope of HRM?
4. Attempt any two :- 10
 - (a) State the contents of personnel policies.
 - (b) State and explain any two modern methods of performance appraisal.
 - (c) Discuss in detail the steps of selection process.
5. Attempt any two :- 10
 - (a) Why is Employee Counseling necessary?
 - (b) What is 360 appraisal?
 - (c) What is Multi-skilling? Explain with examples.
6. Attempt any two 10
 - (a) Explain Job Enlargement and Job Enrichment.
 - (b) Why is Training Evaluation necessary?
 - (c) Explain BPR.
7. Write short notes on (any two) :- 10
 - (a) HRD strategies
 - (b) Any two methods of training
 - (c) Productivity and HRM

BB-Con. 8843-14.

N.B. : (1) Attempt any **five** questions.

(2) **All** questions carry **equal** marks.

(3) Answers should include practical examples and **illustrations** wherever **necessary**.

1. Discuss the need for human resource planning. Explain the role of the environment in planning for human resources. 12
2. Explain the need for performance appraisal. Discuss three different methods of performance appraisal used by organisation. 12
3. Discuss the need for organisational change. Explain the challenges faced by different organisations in implementing change with an example. 12
4. Discuss the new methods of compensation being provided by different organisation today to recruit and retain employees. 12
5. Explain the concept of human resource management. Describe its importance in organisations and discuss the functions of Human Resource Management in an organisation. 12
6. List and explain three new recruitment practices by organisations in India Today. 12
7. Write short notes on any **three** :- 12
 - (a) 360 degree feedback.
 - (b) Job Analysis.
 - (c) Attrition.
 - (d) Assessment centre.
 - (e) Rewards and recognition.

Con. 5930-11.

BB-2080

(3 Hours)

[Total Marks : 100

N.B. (1) Attempt any five questions.

(2) All questions carry equal marks.

(3) Answers should be in sufficient details with practical examples and illustrations.

✓ 1. What is Human Resource Management? Discuss the functions and objectives of Human Resource Management in an organisation.

✓ 2. What is Manpower Planning? Discuss the process and importance of Manpower Planning in an organisation.

✓ 3. What are the sources of recruitment for an organization? Describe the steps in the selection procedure in an organisation.

✓ 4. Discuss the importance of training and development in organisations. Describe the different training methods.

5. What is Organisational Change? Discuss the sources of resistance to change in an organisation. How can you overcome resistance to change and implement change effectively in organisations?

6. What is Performance Management? What are its objectives? Discuss the steps involved in the performance appraisal process.

✓ 7. What is Motivation? Explain any two theories of motivation. Discuss the strategies used by organisations to motivate employees.

✓ 8. Write short notes on any three :

- a. Induction ✓
 - b. Job Evaluation ✓
 - c. Multiskilling
 - d. H.R. Policies
 - e. Job Satisfaction
 - f. Transfers
 - g. Job Analysis ✓
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Con. 6086-10.

BB-5826

(3 Hours)

[Total Marks : 100

- N. B. :
- (1) Attempt any five questions.
 - (2) All questions carry equal marks.
 - (3) Answers should be in **sufficient** details with practical examples and illustrations.

1. Discuss the functions of Human Resource Management in an organisation. Enumerate the challenges of HRM in the present organisational context.
 2. Discuss the sources of recruitment for an organisation. Describe the steps in the selection procedure in an organisation.
 3. How do you identify the training needs in an organisation ? Describe the different methods of training.
 4. What is Human Resource Planning ? Discuss the objectives and process of Human Resource Planning in an organisation.
 5. What is Motivation ? Discuss any two theories of motivation. Explain the strategies used by organisations to motivate employees.
 6. What is Performance Appraisal ? What are its objectives ? Describe the various sources of errors in the appraisal process.
 7. What is Organisational Change ? Discuss the sources of resistance to change in an organisation. How can these be effectively overcome ?
8. Write short notes on any three :—
- (a) Job Evaluation
 - (b) Job Analysis
 - (c) Employee Morale
 - (d) Induction
 - (e) H. R. Policies
 - (f) Transfer
 - (g) Career Planning.
- 1/2/21