

CBCS SCHEME

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15ME553

Fifth Semester B.E. Degree Examination, Dec.2019/Jan.2020 Human Resource Management

Time: 3 hrs.

Max. Marks: 80

Note: Answer any FIVE full questions, choosing ONE full question from each module.

Module-1

- 1 a. Define Human Resource Management. What are the main features of HRM? Explain. (08 Marks)
b. List and explain the main functions of Human Resource Management. (08 Marks)

OR

- 2 a. Explain the various methods of collecting job analysis data. (08 Marks)
b. Distinguish between job description and job specification. What precautions should be taken while preparing them? (08 Marks)

Module-2

- 3 a. What are the factors affecting human resource planning? Explain any 2 of them. (08 Marks)
b. Define recruitment. Bring out the factors which influence recruitment. (08 Marks)

OR

- 4 a. What is selection? Explain the process of selection. (10 Marks)
b. List and explain the merits and demerits of external source of recruitment. (06 Marks)

Module-3

- 5 a. Any firm needs to make four strategic choices before designing its orientation programme.. Explain. (08 Marks)
b. Explain the various inputs required for a training and development programme. (08 Marks)

OR

- 6 a. What is transfer? What are the reasons for transfer? Explain the contents of a systematic transfer policy. (08 Marks)
b. List and explain the different types of training that are commonly employed in organisation. (08 Marks)

Module-4

- 7 a. Explain in brief, the essential characteristics of an effective appraisal system. (09 Marks)
b. List and explain the objectives that are sought to be achieved through effective compensation management. (07 Marks)

OR

- 8 a. Many organizations make every effort to approximate the Appraisal Process. Explain the Appraisal Process. (10 Marks)
b. Explain any six factors influencing compensation levels. (06 Marks)

Module-5

- 9 a. Discuss the various types of welfare activities. (08 Marks)
b. With the block diagram, explain the progressive discipline approach. (08 Marks)

OR

- 10 a. Explain the step that to be followed while redressing Grievances. With block diagram. (08 Marks)
b. Explain the factors lending weight to effective disciplinary procedures in an organisation. (08 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.