

CBCS SCHEME

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17ME553

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

Human Resource Management

Time: 3 hrs.

Max. Marks: 100

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

Module-1

- 1 a. List and explain the major functions of Human Resource Management. (08 Marks)
b. Explain the role of a HR Manager. (08 Marks)
c. Explain the Organisation of personal department for a large scale industry. (04 Marks)

OR

- 2 a. Explain the process of Job Analysis. (10 Marks)
b. List and explain the methods of collecting Job Analysis Data. (10 Marks)

Module-2

- 3 a. Explain the process of Human Resource Planning. (13 Marks)
b. Define Recruitment. Discuss the constraints in the process of recruitment. (07 Marks)

OR

- 4 a. Explain the indirect methods of recruitment. (06 Marks)
b. Briefly explain the steps involved in the process of selection. (14 Marks)

Module-3

- 5 a. Differentiate the terms Training , Development and Education. (06 Marks)
b. Explain the major components of a systematic approach to training. (14 Marks)

OR

- 6 a. Discuss the policy, problems and purpose of transfer. (10 Marks)
b. Explain the various forms of Employee Separation. (10 Marks)

Module-4

- 7 a. Briefly describe the performance of Appraisal Process. (09 Marks)
b. Explain the Multiple – person evaluation techniques of Appraisal. (06 Marks)
c. What are the essential characteristics of an Effective Appraisal System? (05 Marks)

OR

- 8 a. "The amount of compensation received by an employee is influenced by various internal factors of industry and its position within the Country". Substantiate. (07 Marks)
b. What are the objectives of Compensation Planning? (07 Marks)
c. Explain the components of pay structure in India. (06 Marks)

Module-5

- 9 a. Explain the Intramural and Extramural Welfare facilities of an establishment. (12 Marks)
b. Describe the steps involved in the Model Grievance Procedure. (08 Marks)

OR

- 10 a. Explain the Statutory Provisions for Employee Welfare. (10 Marks)
b. Explain the Progressive Discipline Approach. (10 Marks)

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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.