

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2018-20)
PGDM Trimester III Examination March 2019

Subject	Human Resource Management		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	30.03.2019

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Mr. Sharma, the Human Resource Director for Classic Corporation, has come to the conclusion that the firm has not been getting good quality students from the college campuses that they visit. Classic Corporation currently sends recent recruits to go back to their own campuses to conduct employment interviews for entry level management positions. This is based upon the belief of the previous Human Resource Director that recent graduates are better able to develop a rapport with current college students. Other firms send experienced interviewers to these campuses and as a consequence appear to be more successful in their recruiting efforts. Mr. Sharma is now considering a complete review of the recruitment practices of the firm in order to ensure that appropriate methods are being adopted and that they are effectively used. He believes that the first step is to review all the methods available and to determine which is the most effective. This seems a difficult job, and he is wondering if it can be done at all.

What recommendations would you make to Mr. Sharma to improve the firm's college for entry level management positions?

Explain your recommendations.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- What is Human Resource Management?
- What is Job Analysis?
- What is Career Management & also explain its objectives?

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Explain the difference between Personnel Management and HRM?
- What is Job description?
- Explain the procedure of grievance?

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Discuss the nature and scope of HRM?
- What is Job Specification?
- Explain the purpose of training evaluation.

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- What is the significance of Human Resource Development?
- What is training? Explain the Role of training.
- Explain 360 degree appraisal?

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- What is Human Resources Planning and also explain its components?
- Explain the concept of Performance Measurement & also the challenges associated with it?
- What are the components of compensation?

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- Briefly explain the process of Human Resource Planning.
- What is leadership?
- Explain the purpose of discipline?