



Shiksha Mandal's

G. S. College of Commerce & Economics, Nagpur

An Autonomous Institution

(Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University)

First Semester Master of Business Administration Examination (CBCS)

FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT

(MBC 1.2)

Time: 3 Hours

Maximum Marks: 80

N.B.: All questions are compulsory.

- Q. 1. Answer the following question in about 150-200 words. 10
A) Elaborate the steps involved in the evolution of HRM strategy.
OR
B) Discuss the relevance of HRM in today's business world.
- Q. 2. Answer the following question in about 150-200 words. 10
A) Why do recruiters follow the centralised or decentralised recruitment process? Discuss their merits.
OR
B) Illustrate the techniques used for job analysis. Discuss.
- Q. 3. Answer the following question in about 150-200 words. 10
A) Explain briefly the general methods of training of personnel.
OR
B) If you are the HR Manager, what steps would you implement to improve the training of your employees?
- Q. 4. Answer the following question in about 150-200 words. 10
A) Establish the importance of Performance Appraisal and further discuss traditional method of Performance Appraisal.
OR
B) According to you what should be the elements of Career Management Program?
- Q. 5. Answer the following question in about 150-200 words. 10
A) What are wage differentials? Explain in detail with examples.
OR

B) What is employee compensation? What are the various components of fringe benefits? Explain.

Q. 6. Answer the following question in about 150-200 words. 10

A) Write a detailed note on contemporary HR practices in India?

OR

B) What are the work place health hazards? Suggest remedies to control them.

Q. 7. Answer the following questions in about 75-100 words. (Any Five) 20

A) Write down the limitations of HRM in an organisation.

B) What are the various constraints faced in recruitment by an enterprise?

C) What is vestibule training? Give its advantages & disadvantages.

D) Define the term career anchors and list the various career anchors.

E) Define Basic Wages. What are the criteria to decide the basic wages?

F) List down the salient features of Industrial Disputes Act 1947.

