



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) 'HRM has power to take new global challenges'; Do you agree with this statement?
Explain role of HRM in global scenario.
- OR
- B) 'Present HR practices and policies are very important for organizational effectiveness'. Discuss them.
- Q. 2 Answer the following question in about 150-200 words: 10
- A) Explain the importance of Human Resource Planning in an organization.
- OR
- B) Explain the term Recruitment. What are the internal sources of recruitment?
- Q. 3 Answer the following question in about 150-200 words: 10
- A) Successful Candidates placed on jobs need training to perform their duties effectively.
Explain and throw light on training techniques adopted by an organization.
- OR
- B) Discuss evaluation of training process in an organization.
- Q. 4 Answer the following question in about 150-200 words: 10
- A) Discuss modern methods of Performance Appraisal.
- OR
- B) Define the term 'Career Planning'. Discuss the process involved in career planning.
- Q. 5 Answer the following question in about 150-200 words: 10
- A) Explain the term 'Wages'. Discuss the norms for fixation of wages.

OR

B) Explain the concept of Compensation. What are the choices of an effective Compensation System?

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

10

A) Discuss issues in collective bargaining in relation to Indian scenario.

OR

B) Explain the provisions of the Industrial Dispute Act, 1947 relating to strikes and lockouts.

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

20

A) Define the functions of HRM.

B) Explain in brief 'HR information system in HR planning'.

C) Explain Succession Planning.

D) Explain the types of Job Evaluation Instruments.

E) Explain assessment Centers in Performance Appraisal Systems.

F) Discuss the different steps in grievance procedure.

