

Time: 2 Hours

Total Marks: 60

- N.B: 1) All questions are compulsory.  
2) Figures to the right indicate full marks.

Q. 1. (a) What are the objectives of HRM? (15)  
(b) Enumerate the factors affecting Human Resource Planning.

OR

(c) Write a note on Job analysis. (15)  
(d) Describe online process of selection.

Q.2. (a) Discuss the evaluation of the effective training programme. (15)  
(b) Explain the various challenges of trainers in the HRM.

OR

(c) Highlight the guidelines for conducting appraisal interview. (15)  
(d) Explain the problems of succession planning.

Q.3. (a) Elucidate the prominent features of Trade Union Act. (15)  
(b) Explain the recent changes in Social Security Act

OR

(c) Enumerate the features of prevention of sexual harassment Act. (15)  
(d) Explain the various features of Minimum Wages Act

Q.4. A) Fill in the blanks with appropriate options. (05)

1. According to \_\_\_\_\_ Human resource management is a process consisting of four functions.  
a) Peter Drucker b) Decenzo and Robbins c) Drucker & Robert d) Rodrix
2. The management philosophy is largely influencing \_\_\_\_\_.  
a) HPM b) Process c) Price d) HRP
3. \_\_\_\_\_ is one of the modern methods of performance appraisal.  
a) Checklist b) Ranking c) MBO d) DBM
4. \_\_\_\_\_ act brings cordial relationship between the employers and employees.  
a) Industrial dispute b) Industry practices c) Employee dispute d) All of these
5. The purpose of \_\_\_\_\_ management is to increase performance of employees.  
a) Talent b) Private c) Public d) All of these

Q. 4. B) State whether the following statements are True or False. (05)

1. Full form of the HRIS is Human Resource Information System.
2. Succession planning is a process for identifying and developing new leaders who can replace old leaders.
3. The Management Development Program (MDP) is an investment in you as a manager.
4. Provident fund act extends to the whole of India except the State of Jammu and Kashmir.
5. Work-Life Balance does not mean an equal balance.

Q. 4. C) Match the Column.

(05)

Group A	Group B
1. Job Specification	a) Replacement of old leader
2. Succession Planning	b) Safety of employees
3. Factory act	c) Details of candidate
4. Child & women labour act	d) Ambiguity
5. VUCA Environment	e) Child marriage prevention

OR

Q4. Write Short notes on (Any Three)

(15)

- 1) Safety Measures in HRM
  - 2) Stress and its impact on job performance
  - 3) Importance of work life balance
  - 4) Managing Millennials
  - 5) VUCA environment
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