

Time: 2 Hours

Total Marks: 60

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

- Q.1) (a) Distinguish between Traditional HRM and Strategic HRM. (08)
- (b) Describe the organisation structure of the HRM Department. (07)
- OR
- (c) What is Human Resource Planning? Explain the important factors affecting it. (08)
- (d) A pharmaceutical company wants to prepare an E- Selection procedure. As an HR consultant, suggest the steps for E-selection. (07)
- Q.2) (a) Discuss the evaluation of the effectiveness of the training programme. (08)
- (b) Explain the term Management Development Programme. What are its various techniques? (07)
- OR
- (c) Explain the process of performance appraisal (08)
- (d) Explain the concept of Succession Planning. What are the problems and issues involved in succession planning? (07)
- Q.3) (a) Enumerate the features of the Trade Union Act. (08)
- (b) What are the features of Child Labour (Prohibition and Regulation) Act? (07)
- OR
- (c) Discuss the salient features of the Minimum Wages act. (08)
- (d) Enumerate the features of Sexual Harassment Act. (07)
- Q. 4 a) Fill in the blanks with appropriate options: (05)
- 1) Providing employment opportunities help to attain \_\_\_\_\_ objectives of HRM.
- |                   |               |
|-------------------|---------------|
| a) Societal       | b) Functional |
| c) Organisational | d) Personal   |
- 2) \_\_\_\_\_ is one of the functions of HRIS.
- |                          |                          |
|--------------------------|--------------------------|
| a) Financial Management  | b) Quality Control       |
| c) Production Management | d) Timing and Attendance |
- 3) \_\_\_\_\_ can be the reason for dismissal of an employee.
- |                               |                     |
|-------------------------------|---------------------|
| a) Excessive unexcused leaves | b) Honesty          |
| c) Discipline                 | d) Good performance |

- 4) According to the Factories Act, 1948 any factory where there are more than 50 women workers is required to have \_\_\_\_\_ facility.  
a) cooking  
b) resting  
c) creche  
d) cleaning
- 5) Talent management is a business strategy to \_\_\_\_\_ their skilled employees.  
a) retrench from work  
b) retain to work  
c) dismiss from work  
d) debar from work

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

- 1) Education Qualifications and Qualities are the components of Job Specification.
- 2) Simulation is a method of training wherein trainees are trained in an environment that closely resembles the actual work place.
- 3) The Factories Act is applicable to a factory having 20 or more workers.
- 4) Unengaged employees must be retained in the organisation for a long time.
- 5) In VUCA, U stands for Uncertainty in the business environment.

Q.4 C) Match the following: (05)

Group A	Group B
1) Government policies	a) Collective bargaining
2) The Industrial Disputes Act	b) High commitment towards job
3) Arbitrator	c) Job Rotation
4) Highly engaged employees	d) External factor affecting Recruitment.
5) Versatility Transfer	e) Third person appointed to look after the disputes

OR

Q.4) Write short notes on (ANY THREE) (15)

- 1) Safety Measures in HRM
  - 2) Managing Millennials
  - 3) Causes of stress
  - 4) Talent management process
  - 5) Importance of Work life balance
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