

Your Roll No.....

Department of Management, SMBS, Jamia Hamdard

MBA-Second Semester Examination, 2019

Paper-MBA-CG-204

Human Resource Management

Time: Three Hours

Maximum Marks: 75

(Write your Roll No. at the top immediately on receipt of this question paper)

Answer **any FIVE** from the following questions. All question carry **equal marks**.

- (1) "Human Resource Management is not restricted to hiring and firing of people."
Comment on the statement and discuss the functions of Human Resource Management.
- (2) Explain the concept of Human Resource Planning and give an overview of the process of Human Resource Planning.
- (3) Discuss in brief the modern system of merit rating or performance appraisal. What are their limitations?
- (4) Discuss the concepts of wage and salary. What factors influence the wage structure in an organization?
- (5) Discuss the essential features of an effective training programme. Explain, why training is important in the modern industrial set-up?
- (6) What are the causes of industrial unrest in India? Discuss the preventive machinery to check industrial disputes in India.
- (7) Discuss the importance of collective bargaining as a method of regulating relations between employers and employees. What are the pre-requisites to make it successful?
- (8) Write short notes of **any three** of the following; (3X5)
 - (a) Grievances redressal system
 - (b) Safety provisions (As per Factories Act, 1948)
 - (c) Biases or Errors in Performance Appraisal
 - (d) Statutory welfare provisions. (As per Factories Act, 1948)
 - (e) Health provisions (As per Factories Act, 1948)