

Total No. of Questions : 5]

**PD2692**

SEAT No. : **LIBRARY**

[Total No. of Pages : 10]

★ PUNE-52 ★

[6430]-23

**First Year M.B.A.**

**203-GC-09: HUMAN RESOURCES MANAGEMENT  
(2019 Revised Pattern) (Semester - II)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1) Attempt any 5** **[10]**

- a) Define HRM.
- b) List any 4 challenges of HRM.
- c) What is Golden Handshake?
- d) Name any 2 Traditional methods of Training.
- e) List any 4 factors affecting Job Design.
- f) What is HRIS?
- g) List any 2 examples of Non monetary incentives.
- h) What is Termination?

**Q2) Attempt any 2 of the following.** **[5 each]**

- a) Explain various components of salary.
- b) Explain the kirkpatrick model for evaluating Training effectiveness.
- c) Discuss in detail the internal sources of Recruitment.

**Q3) a) Examine 2 traditional methods of performance Appraisal and explain where they can be used.** **[10]**

OR

- b) Examine the matching model of SHRM.

**Q4) a) Mr. Suresh is the HR of a manufacturing company located at Rajan gaon. He is been asked to hire 18 skilled workers for a new unit. Discuss what factors should Mr. Suresh consider for the hiring process.** **[10]**

OR

- b) Elaborate the current trends in compensation with special reference to IT sector.

**Q5) a) You are the HR for a small IT firm. The firm decides to invest in Behavioural training of the employees. Discuss the process you would follow to design the Training programme.** **[10]**

OR

- b) Write the Job Description and Job specification for a Recruiter in a HR consultancy.



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**PB-2061**

**[6201]-203**

**F.Y. M.B.A.**

**203-GC-09 : HUMAN RESOURCE MANAGEMENT  
(2019 Revised Pattern) (Semester - II)**

**Time : 2½ Hours]**

**[Max. Marks : 50**

**Instructions to the candidates:**

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicates maximum marks.*

**Q1) Attempt any 5 (two marks each) :**

**[5 × 2 = 10]**

- a) Differentiate term HRM & SHRM.
- b) Format of Job Discription.
- c) Define job Enrichment.
- d) Define the term Training & Development.
- e) Define the term selection.
- f) Explain the concept of manpower Inventory.
- g) Components of salary.
- h) Human Resource Information system.

**Q2) Answer any 2 of the following :**

**[2 × 5 = 10]**

- a) Explain the Recruitment process.
- b) Explain the succession Planning process.
- c) Explain the KIRKPATRICK MODEL of training.

**Q3) Examine the Training Process.**

**[10]**

**OR**

**Discuss the Human Resource Planning in detail.**

**P.T.O.**



**Q4) Define the term performance Appraisal :** **[10]**

a) Explain the performance Appraisal process in detail.

OR

b) Elaborate the components of salary with reference to IT sector.

**Q5) a) Write a job Description & Job specification of HR Executives working in Health care sector.** **[10]**

OR

b) Discuss in detail the Grievance Handling process in detail, with suitable examples.

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[6118]-2003

M.B.A.

GC-09 : 203 : HUMAN RESOURCES MANAGEMENT

(Revised 2019) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicate maximum marks.

Q1) Attempt any 5 (2 marks each) :

[10]

- a) Define SHRM.
- b) What is Job Description?
- c) Give 2 points of Distinction of Job Enlargement and Job Enrichment.
- d) What is Employee Referral?
- e) List 2 uses of Performance Appraisal for the organization.
- f) Define HR Audit.
- g) List any 2 fringe Benefits.
- h) What is suspension?

Q2) Attempt any 2 of the following (5 marks each) :

- a) Discuss the importance of Training Need Assessment.
- b) Explain any 2 methods for Job Analysis.
- c) Discuss the financial and non financial incentives.

Q3) a) Distinguish between Recruitment & selection and discuss the steps in selection process.

OR

b) Discuss the process of Human Resource Planning.

P.T.O.



Q4) a) Define HRIS. Explain advantages and uses of HRIS.

OR

b) Which techniques of Recruitment may be used for the selection of a finance executive at a private sector bank. Also discuss the selection tools for the same.

Q5) a) Design a Job Description and Job specification for a marketing manager for a premium automobile company.

OR

b) Mr. Kartik wants to design a performance appraisal process for the employees working in front office of a 3 star hotel. What method should Mr. Kartik use and why?

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[6025]- 203

**F.Y.M.B.A.**

**203-GC-09 : HUMAN RESOURCES MANAGEMENT  
(2019 Revised Pattern ) (Semester - II)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) All questions are compulsory.*
- 2) Figures to the right indicate maximum marks.*

**Q1)** Attempt any 5 (2 marks each)

**[5×2=10]**

- a) Name any 4 functions of HRM.
- b) What is Job specification?
- c) Define succession planning.
- d) Give 2 points of difference between training and development.
- e) Define Recruitment.
- f) What is HR Accounting.
- g) Name any 4 components of salary.
- h) What is a grievance?

**Q2)** Answer any Two of the following (5 marks each).

**[2×5=10]**

- a) Explain the process of selection.
- b) Explain HR Audit.
- c) Examine any 3 types of employees separation.

**Q3)** a) Examine the process of designing a training program.

**[10]**

**OR**

- b) Discuss the process of HR planning.

**P.T.O.**

**Q4) a)** Define performance Appraisal. Discuss the process of performance Appraisal with a flow chart. **[10]**

OR

b) Elaborate on the trends in compensation with specific reference to IT sector.

**Q5) a)** Write the Job description and Job specification for a salesman working at a mall in pune city. **[10]**

OR

b) What changes would you recommend for the leaves policy of a company where employees are now being, given working in a 'Hybrid Mode' (you may make the necessary assumptions).

