

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.

