

Roll No.

Total Pages : 3

LMMS/M-24

27351

HUMAN RESOURCE MANAGEMENT

Paper–MBA–206

Time Allowed : 3 Hours]

[Maximum Marks : 70

Note : Attempt **six** questions in all, Question No. **1** is compulsory. Attempt any **five** questions, out of remaining **eight** questions carrying 10 marks each.

Compulsory Question

1. Write short notes on the following : 5×4=20
 - (a) State the drivers of Employee Engagement.
 - (b) Mention the most effective techniques of dispute settlement.
 - (c) Brief the process of HR Policy formulation.
 - (d) Differentiate between Induction, Orientation and Socialisation.
 - (e) What are the various types of Interviews?
2. Highlight the Primary factors which affect Labour supply and Labour demand in modern organisations. Identify which technological approaches will be most instrumental in forecasting Supply and Demand of Labour? 10

3. How Job Evaluation is different from Job Analysis? Elaborate the most widely recognised methods of conducting Job Evaluation. Which among them are more preferred and why? 10
4. Draft a Hiring/Recruitment Strategy for a Private Sector Banking Organisation highlighting the factors to be considered, sources of procuring manpower and usage of modern technology infrastructure for recruitment purposes. 10
5. As an HR Manager of a MNC, you have been entrusted with a task to design a training and development program for Sales professionals selling a technology-based product. Elaborate the dynamics involved therein and key considerations which needs to be adhered to while designing T&D Program? 10
6. Figure out the differences between Performance Appraisal and Potential Appraisal. Examine the parameters on which performance of a modern workforce should be evaluated? Which modern methods of performance appraisal are widely being used in organisation? 10
7. What are HR Models? Why they are relevant for HRM Discipline? Elucidate the most widely acknowledged HR Models. Are they still relevant in present time or not? Justify. 10

8. Write a comprehensive narration on the application areas of Analytics in HR. Along with this also explain the HR functions where social media could be highly effective and Why? 10
9. What are the factors which should be considered while designing an attractive compensation package for modern day workforce? Discuss some of the innovative approaches in Rewarding and Recognising the employees followed by contemporary organisations. 10