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Question Paper Code: CMB006



INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)

MBA II Semester End Examinations (Supplementary) - December, 2018

Regulation: IARE-R16

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

(MBA)

Max Marks: 70

Answer ONE Question from each Unit

All Questions Carry Equal Marks

All parts of the question must be answered in one place only

UNIT – I

1. (a) Define Human Resource Management. Elucidate the objectives of Human Resource Management. [7M]
(b) Briefly explain the process of Job Analysis. [7M]
2. (a) What is Human Resource Planning(HRP)? Describe the process of HRP. [7M]
(b) Why is it important for Human Resource management to evolve from an administrative and operational level to strategic level? [7M]

UNIT – II

3. (a) Define recruitment. Explain the sources of recruitment. [7M]
(b) Briefly describe the steps involved in the selection process. [7M]
4. (a) Distinguish between recruitment and selection. Discuss the challenges of recruitment in the present scenario. [7M]
(b) Classify different types of interviews and explain them. List out the errors which are possible in an interview. [7M]

UNIT – III

5. (a) What are the types of training? Discuss its merits and demerits. [7M]
(b) How is a training programme evaluated? Elucidate. [7M]
6. (a) What are the objectives of Management Development Program? Describe the methods of MDP. [7M]
(b) Explain the steps involved in identifying the training needs. [7M]

UNIT – IV

7. (a) What do you mean by performance appraisal? Discuss some of the important methods of performance appraisal. [7M]
- (b) Discuss the process of career management. Do you think organizations should be involved in the process of their employee's career development? Why or Why not? [7M]
8. (a) "Performance appraisal is a farce" Do you agree with this statement? Justify. [7M]
- (b) Distinguish between career planning and career development. What kind of career development initiatives can be introduced by an organization? [7M]

UNIT – V

9. (a) "Collective bargaining is an effective tool for grievance redressal". Discuss. Also highlight the process of collective bargaining. [7M]
- (b) Elucidate the objectives, scope and need for welfare measures in organizations. [7M]
10. (a) There are many ways in which employee separation occurs. Explain. [7M]
- (b) Highlight the causes for grievance in organizations. What steps are taken to prevent the same? [7M]

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