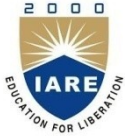


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Question Paper Code:CMB006



INSTITUTE OF AERONAUTICAL ENGINEERING

**(Autonomous)
Dundigal, Hyderabad - 500 043**

MBA II Semester End Examinations, June -2018

**Regulation: IARE-R16
HUMAN RESOURCE MANAGEMENT
(Master of Business Administration)**

Time: 3 hours

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 the human resource management. Describe in detail the functions of Human resource manager. [7M]
- (b) What are the qualifications and Qualities required for a Human Resource Manager [7M]
2. (a) Describe the challenges faced by a human resource manager. What are the objectives of Human Resource Management? [7M]
- (b) Discuss the psychological and behavioural issues in Human Resource Planning. [7M]

UNIT-II

3. (a) Explain detail how job analysis is done in a manufacturing company. [7M]
- (b) Demonstrate the process of recruitment in an organization. Examine the advantages and disadvantages of internal sources of recruitment. [7M]
4. (a) Describe the importance of selection procedure in organizations [7M]
- (b) Explain various methods of interview process. [7M]

UNIT-III

5. (a) What are the challenges faced in training programme in an organization? [7M]
- (b) Explain the meaning the following terms: [7M]
 - i. Training
 - ii. Sensitivity training
 - iii. Simulation
 - iv. Stress interview
 - v. Management Development
 - vi. Case Study Method
6. (a) Explain the importance of management development programmes and its purpose, methods and efficiency. [7M]

- (b) Discuss the various methods of training and development programmes. [7M]

UNIT-IV

7. (a) Identify the stages in the career advancement of an individual. Examine the role of organization in the career planning and advancement of an employee. [7M]
- (b) List out the problems of performance evaluation. How to overcome the performance evaluation problems? [7M]
8. detail (a) Discuss the major concept of the appraisal feedback interview. How can a performance appraisal system be made more effective? [7M]
- (b) Self development is a catalyst which enhances self confidence of individuals which inturn helps in their career advancement. Discuss. [7M]

UNIT-V

9. (a) Explain the grievance procedure used in resolving disputes in organization. [7M]
- (b) Write a detailed note on work life balance is an important component of HRM. [7M]
10. (a) Discuss the grievance redressedmechanism and guidelines in handling the grievances effectively human resource management. [7M]
- (b) Describe various safety measures and programs adopted by organisations for health and safety of employees [7M]



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COURSE OBJECTIVES:

The course should enable the students to:

I	Understand the international management and human resource planning.
II	Describe the information about global business.
III	Analyze about relation and carrier of management.
IV	Demonstrate the human resource practices and their positive influence on the company's bottom line.
V	Develop the organization to stand in the competitive world.

COURSE LEARNING OUTCOMES:

Students, who complete the course, will have demonstrated the ability to do the following:

CMBB15.01	Understand and gain knowledge in nature and scope of international human resource management, cultural and reality shock. Understanding of different tools used in forecasting and planning human resource needs
CMBB15.02	Analyze the international human resource management models, concept, pool's adaptation of harvard model, the brewster and bournois model and comparative employment policy.
CMBB15.03	Recognize the significance of convergence theory, marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), individuality (INV) and masculinity.
CMBB15.04	Use and explore the social environment and human resource practices, staffing: international recruitment, selection, training and hiring policies, employee recruitment, selection, and retention plans and processes.
CMBB15.05	Demonstrate the appropriate use of job descriptions, application forms and related staffing tools such as internet recruiting.
CMBB15.06	Identify the advantages and disadvantages of induction processes for new incumbents in a role
CMBB15.07	Develop the current legal and ethical requirements of the recruitment and selection process and impacts on the selection process.
CMBB15.08	Evaluate the development of global managers, concept, essential qualities of global literate leader , communication and interpersonal Relations,
CMBB15.09	Analyze the key issues related to administering the human elements such as motivation, compensation, appraisal, career planning, diversity, ethics, succession planning and managerial stimulation's.
CMBB15.10	Demonstrate appropriate implementation, monitoring and assessment procedures of training.
CMBB15.11	Evaluate training programs using appropriate design and data collection procedure
CMBB15.12	Familiarize the different interview processes and the advantages and disadvantages of the different types of interviews and the preparation of employment offers
CMBB15.13	Understand the methods of performance appraisal and their reasons, failures of techniques.
CMBB15.14	Recognizethe methods and practices of international compensation, employee satisfaction, behavioral a humanistic psychology and organic theories of human resource management.
CMBB15.15	Analyze the international industrial relation issues and performance management, concepts of international compensation and employee satisfaction.

MAPPING OF SEMESTER END EXAMINATION TO COURSE LEARNING OUTCOMES:

SEE Question No.	Course Learning Outcomes (CLOs)	Blooms Taxonomy Level
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1	a	CMBB15.01	Understand the definitions, its scope and its objectives of international human resource management.	Understand
	b	CMBB15.01	Describe about the uncertainty avoidance and cultural shock in detail and importance of convergence theory, Marxist theory.	Remember
2	a	CMBB15.02	Explain pool's adaptation of harvard model and comparative employment policy of international human resource management.	Understand
	b	CMBB15.102	Write in detail about Brewster and bournois model and global human resource management is useful in organization.	Remember
3	a	CMBB15.03	Examine in detail about the staffing and selection process and the designing and managing a human resource information system.	Understand
	b	CMBB15.103	Describe in detail about the designing of human resource information system.	Remember
4	a	CMBB15.04	Explain about the uses and limitations of Human Resource Information System.	Understand
	b	CMBB15.04	Discuss about cultural literacy and human resource information system in global business and cultural awareness.	Remember
5	a	CMBB15.05	Illustrate different types of the human resource management approaches in global companies.	Understand
	b	CMBB15.05	Discuss about Human resource (HR) strategy planning for global organizations and the succession planning.	Remember
6	a	CMBB15.06	Differentiate between global company and domestic company and human resource strategy planning for global organizations.	Understand
	b	CMBB15.06	Demonstrate in detail about the career development and training in global organizations.	Remember
7	a	CMBB15.07	Illustrate about the various institutions of the European Community and Japanese management.	Understand
	b	CMBB15.07	Write in detail about the characteristic features in Japan employment and characteristics, importance and limitations of the seniority wage system.	Remember
8	a	CMBB15.08	Examinethe concept and significance of Employee management and seniority wage system.	Remember
	b	CMBB15.08	Explain five categories of council of ministers and the commission, the court of justice, the parliament, the social charter.	Understand
9	a	CMBB15.09	Demonstrate in detail about the scientific management theory and biological psychology and psychodynamic perspective.	Remember
	b	CMBB15.09	Explain in detail about the employee satisfaction, behavioral an humanistic psychology and organic theories of human resource management.	Understand
10	a	CMBB15.10	Recognize about the organic theories of management and any two methods of international compensation.	Remember
	b	CMBB15.10	Write about the organic theories of management and practices of international compensation, international compensation and employee satisfaction.	Understand

Signature of Course Coordinator
MBA

HOD,