



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad-500043

## MASTER OF BUSINESS ADMINISTRATION

### ASSIGNMENT QUESTIONS

<b>Course Name</b>	:	<b>HUMAN RESURCE MANAGEMENT</b>
<b>Course Code</b>	:	<b>CMB008</b>
<b>Class</b>	:	MBA II Semester
<b>Branch</b>	:	MBA
<b>Year</b>	:	2017 - 2018
<b>Course Coordinator</b>	:	K.Vijaya Sekhar Reddy, Assistant Professor, Department of MBA.
<b>Course Faculty</b>	:	K.Vijaya Sekhar Reddy, Assistant Professor, Department of MBA.

#### OBJECTIVES

To meet the challenge of ensuring excellence in management studies, the issue of quality needs to be addressed, debated and taken forward in a systematic manner. Accreditation is the principal means of quality assurance in higher education. The major emphasis of accreditation process is to measure the outcomes of the program that is being accredited.

In line with this, Faculty of Institute of Aeronautical Engineering, Hyderabad has taken a lead in incorporating philosophy of outcome based education in the process of problem solving and career development. So, all students of the institute should understand the depth and approach of course to be taught through this question bank, which will enhance learner's learning process.

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
<b>ASSIGNMENT NO.I</b>			
<b>UNIT-I</b>			
<b>INTRODUCTION TO HUMAN RESOURCE MANAGEMENT</b>			
1	Define Human Resource Management. Describe the functions of Human Resource Management.	Remember	CCMB405.1
2	Discuss the steps involved in human resource planning (HRP). What is the strategic nature of HRP?	Understand	CCMB405.1
3	Illustrate the qualities and qualifications of Human Resource Manager.	Understand	CCMB405.2
4	Discuss the different cultures which are adopted for different human resource management practice.	Remember	CCMB405.2
5	“Human resource policies are guide posted to human resource management functions” Explain this statement.	Understand	CCMB405.2
6	Illustrate the process of human resource planning at enterprise level with examples.	Understand	CCMB405.2

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
7	Explain the importance of human resource management.	Understand	CCMB405.2
8	Discuss the role and functions of human resource management in service industries and discuss their functions.	Remember	CCMB405.2
9	Briefly explain the significance of human factor in human resource management.	Understand	CCMB405.3
10	Demonstrate the policies which are adopted in Human resource management.	Understand	CCMB405.3
<b>UNIT-II RECRUITMENT AND SELECTION</b>			
1	Explain the relative merits and demerits of the internal and external source of recruitment.	Understand	CCMB405.4
2	Explain the types of psychological tests used in selection process in industries.	Understand	CCMB405.4
3	Demonstrate the main sources of recruitment of a person for the job.	Understand	CCMB405.5
4	What are the various sources of recruitment? Discuss their relative merits and demerits.	Understand	CCMB405.5
5	Explain the various stages involved in the selection of candidates for jobs in an organization.	Remember	CCMB405.5
6	Distinguish between recruitment and selection. Explain the process of selection.	Understand	CCMB405.5
7	Discuss different types, advantages and disadvantages of training.	Understand	CCMB405.6
8	Discuss the steps which are involved in recruitment process? How will you reconcile the internal and external sources of recruitment?	Remember	CCMB405.6
9	Briefly discuss the steps which are involved in conducting a training programme in a systematic way.	Remember	CCMB405.6
<b>UNIT-III TRAINING AND DEVELOPMENT</b>			
1	Demonstrate the need of training in a manufacturing organization. Explain few important training methods.	Remember	CCMB405.7
2	Define training. Differentiate it from development. Explain the need and basic purpose of training	Understand	CCMB405.8
3	What is the meaning of training? Discuss the various methods of	Understand	CCMB405.8
4	Explain the steps which are involved in conducting a training	Remember	CCMB405.8
5	Critically examine the various training methods and their suitability.	Remember	CCMB405.8
<b>ASSIGNMENT NO.II UNIT-III TRAINING AND DEVELOPMENT</b>			
1	Describe about the process and importance of succession planning.	Understand	CCMB405.9

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
2	Discuss the various strategies for an effective career management.	Understand	CCMB405.9
3	Explain in detail about Human resource strategy planning for global organizations.	Remember	CCMB405.9
4	Explain the essential qualities of global literate leader.	Remember	CCMB405.9
5	Enumerate the meaning of executive development programme. Discuss the objectives of executive development programme.	Understand	CCMB405.9
6	Describe about the career development and training.	Remember	CCMB405.9
7	Demonstrate the different stages of Self development.	Understand	CCMB405.9
<b>UNIT-IV</b>			
<b>PERFORMANCE APPRAISAL</b>			
1	Examine the effectiveness of self development programme. If it is not effective, What types of steps will you take to make it effective?	Understand	CCMB405.10
2	What is the necessity to transfer an employee from one job to another within the organization?	Understand	CCMB405.10
3	Discuss the process of performance evaluation.	Remember	CCMB405.10
4	Critically examine the need of hierarchy theory of motivation	Remember	CCMB405.10
5	What is meant by promotion? Justify the need for employee promotion. Distinguish between promotion and transfer.	Understand	CCMB405.10
6	What do you do understand by performance evaluation? Explain the methods of performance evaluation.	Remember	CCMB405.10
7	How can you evaluate the effectiveness of an executive development programme? If it is not effective, what steps will you	Remember	CCMB405.10
8	Define the compensation plan. Discuss the factors that should be	Understand	CCMB405.10
9	What do you meant by 360 degree appraisal? Examine the merits and demerits of 360 degree appraisal.	Understand	CCMB405.11
10	Define performance appraisal. Discuss the need for performance appraisal.	Understand	CCMB405.11
11	Enumerate the different methods carried out for performance	Remember	CCMB405.11
12	List out the problems of performance evaluation. How to overcome the performance evaluation problems?	Remember	CCMB405.11
13	Define compensation plans. Discuss the various compensation plans.	Understand	CCMB405.11
<b>UNIT-V</b>			
<b>MANAGEMENT OF CURRENT ASSETS</b>			
1	Discuss the elements of an effective grievance redressal system? Why it is necessary.	Understand	CCMB405.12
2	Demonstrate the methods of controlling activities in an organization.	Understand	CCMB405.14
3	Examine the causes of employee grievances in an organization? How can such grievances be addressed effectively?	Remember	CCMB405.15

S. No	QUESTION	Blooms Taxonomy Level	Course learning Outcome (CLOs)
4	Write the complaints and grievances practices followed in industry.	Understand	CCMB405.14
5	Define performance evaluation. How can we ensure effective evaluation?	Remember	CCMB405.14
6	Explain the process of grievance redressal.	Understand	CCMB405.14
7	Define the grievance redressal. Discuss the grievance redressed procedure.	Remember	CCMB405.14
8	Describe the causes of accidents in the industry and the role of top management safety.	Understand	CCMB405.14
9	Discuss the elements of an effective grievance redressal system. Why it is necessary.	Understand	CCMB405.12

**Prepared By:**

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**HOD, MASTER OF BUSINESS ADMINISTRATION**