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Total Number of Pages : 02

B.Tech
RHM6E001

6th Semester Regular / Back Examination: 2021-22

HUMAN RESOURCES MANAGEMENT

BRANCH(S): CIVIL

Time : 3 Hour

Max Marks : 100

Q.Code : J359

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

- Q1 Answer the following questions : (2 × 10)
- What is on the job training?
 - What are the components of the salary?
 - Define performance Appraisal.
 - Define HRM in your own words.
 - What do you mean by HRD?
 - What do you mean by off the job training?
 - What do you understand by selection? Define it.
 - What do you understand by 360^o degree Feedback?
 - What is selection? What are the methods of selection?
 - What is Induction? Is it relevant or irrelevant? Mention.

Part-II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 × 8)
- Training Need Assessment is essential for HR Manager? If yes, justify.
 - Training effectiveness is more important than imparting training. What is your view on this explain.
 - Is HRM an integral part of the organization strategy? Explain.
 - Separation is inevitable in organization. There are different types of the separation, Explain. •
 - What is Performance management? What is the process of performance management?
 - What is compensation? Is there any difference between wage and Salary? Elaborate. •
 - What is job evaluation? Why job evaluation is important? •
 - Elaborate all the functions of HR Managers. •
 - Define Recruitment. State and explain the process and steps of Recruitment. •
 - State what do you mean by Interview in the organizational context and elaborate the different interview method.
 - Promotion is an important tool for motivating employees. Substantiate with examples.
 - What is transfer and why it is important in organization? •

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** What is performance Appraisal? Explain the process of Performance Appraisal and it's methods as well. (16)
- Q4** Training is mandatory or optional? Is it an important function of HRM? Explain. What are the methods of training that organization adopts for its employees? (16)
- Q5** What do you understand by Human Resource Planning? Is it important function of HRM? Explain with process. (16)
- Q6** Career planning is an important aspect for individual as well for the organization. Explain and also mention the various stages of Career. (16)

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