

Human Resource Management
(DE-1.3, MAY 2007)

Time: 3 Hrs
Max Marks: 60

Note: Section A is compulsory. Attempt any four questions from Section B and any two from Section C.

Section-A

1. a) Enumerate the benefits by adopting personal policies.
b) What are the barriers to Human Resource Planning?
c) Differentiate between 'Job Description' and 'Job Specification'.
d) Which training technique do you recommend for a fresh graduate engineer and why?
e) Define Industrial Dispute.
f) Classify accidents according to causes of events, nature of events and nature of injury.
g) "Motivation is the key to management in action". Justify the statement.
h) Differentiate between placement and induction.
i) Why 'Collective Bargaining' is not so successful in India?
j) A, an employee, enters into a contract with his employer B to accept his wages in kind and not in money. Can A later on demand his wages in cash? Explain.

Section-B

2. Why is it important to conduct pre-employment background investigations? Explain how would you handle the problem of former employers being unwilling to give bad references on their former employees?
3. Explain Behaviorally Anchored Rating Scales (BARS) method of performance appraisal.
4. Explain the elements of Quality of Work Life.
5. Explain the variety of factors, which influence the industrial Relation System of an Organisation.
6. Why is it important for a company to make its human resources into a competitive advantage? How can Human Resources contribute in doing so?

Section-C

7. Describe the ways in which Human Resource Management practices are likely to change in changing business scenario.
8. Explain Workmen's Gratuity Act 1972 with respect to its payment, rate of gratuity, forfeiture, determination of amount and nomination.
9. Write short notes on: (a) Role of trade unions in maintaining cordial relations (b) Causes of Absenteeism and labour turnover and their control.