Registration No :

Total Number of Pages : 01   **B.Tech**
                                                                                                    PCI5H001

5th Semester Regular/Back Examination 2019-20
HUMAN RESOURCES MANAGEMENT
BRANCH : CIVIL
Max Marks : 100
Time : 3 Hours
Q.CODE : HRB285
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   **Only Short Answer Type Questions (Answer All-10)**   **(2 x 10)**
   a) Write briefly the roles of HR Manager in an organization.
   b) Write briefly the operative functions of HR Manager.
   c) Why is orientation important in an organization?
   d) How to minimize performance error in performance appraisal?
   e) Write four methods of trainings.
   f) Why is assessment center significant?
   g) What are the uses of job evaluation?
   h) What are wage differentials?
   i) List out 4 managerial competencies?
   j) Write various components of employee compensation.

Part-II
Q2   **Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)**   **(6 x 8)**
   a) Is HRM losing its importance or evolving with new trends? Justify your answer with support of your arguments.
   b) Distinguish between recruitment and selection.
   c) Should reservation in Government jobs be banned? Justify your answer.
   d) Assume that you are joining in your dream job as a fresher. Prepare a checklist of things that you would expect from your company as part of the induction program.
   e) Explain the importance of career management from the perspectives of employees and employers.
   f) Explain the pros and cons of various sources of recruitment.
   g) Explain various types of transfer.
   h) Explain a model for evaluation of training program.
   i) Explain MBO process.
   j) Explain 360 Degree Feedback.
   k) "Employee compensation should be internally equitable and externally competitive." Justify.
   l) Differentiate between salary and wage. Illustrate with examples.

Part-III
Only Long Answer Type Questions (Answer Any Two out of Four)
Q3   Compare and contrast between job evaluation and performance evaluation? How are jobs evaluated?   **(16)**

Q4   Compare and contrast training and development. Suggest the training method(s) to train students on improving human behavior.   **(16)**

Q5   "Human resources are like natural resources; they're often buried deep. You have to go looking for them, they're not just lying around on the surface. You have to create the circumstances where they show themselves." Evaluate the statement.   **(16)**

Q6   Propose a model selection process for fresh Engineering Trainee with an example.   **(16)**