

FACULTY OF MANAGEMENT**M.B.A. II-Semester Examination, July / August 2015****Subject: Human Resource Management****Course No : 2.1****Time : 3 Hours****Max. Marks: 80****Note: Answer ALL the questions.****Part – A (10x2=20 Marks)****(Short Answer Type)**

- 1 Write short notes on the following.
 - (a) HRIS
 - (b) Cohort Analysis
 - (c) HR Accounting
 - (d) QWL
 - (e) HR outsourcing
 - (f) Paradox theory
 - (g) Brand factor
 - (h) HRD
 - (i) Job analysis
 - (j) HRM Typology

Part – B (5x12=60 Marks)**(Essay Answer Type)**

- 2 (a) "In the current organizational scenario HRM includes practically everything of an organization. So, HRM has no scope". Discuss.
OR
(b) Explain Integrated model of HRM.
- 3 (a) "Analysis and mapping of work flow is critical in planning HR requirements". Discuss.
OR
(b) Examine Kirkpatrick model of training.
- 4 (a) "In Indian context the validity and generalization of HR research is difficult than in Western countries". Do you agree? Why?
OR
(b) Why is psychological contract is important for commitment? Explain.
- 5 (a) Discuss methods of grievance management.
OR
(b) "Employee Engagement is an effective tool of achieving employee commitment". Discuss.
- 6 (a) What HR issues figure out most in the context of mergers and acquisitions? Explain.
OR
(b) "Emotionally balanced work force displays higher levels of competency at work". Discuss.
