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Total No. of Questions : 09

B.Tech.(Automation & Robotics)/(ECE) (2011 Batch Elective-II)
(Sem.-7,8)

HUMAN RESOURCE MANAGEMENT

Subject Code : BTEC-913

Paper ID : [A2925]

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTION TO CANDIDATES :

1. **SECTION-A is COMPULSORY** consisting of **TEN** questions carrying **TWO** marks each.
2. **SECTION-B** contains **FIVE** questions carrying **FIVE** marks each and students has to attempt any **FOUR** questions.
3. **SECTION-C** contains **THREE** questions carrying **TEN** marks each and students has to attempt any **TWO** questions.

SECTION-A

1. Write briefly :

- (a) Give any two examples of the changing role of HR managers in the light of globalization.
- (b) What is meant by Organization Structure?
- (c) Discuss any two limitations of human resources planning.
- (d) Why is outsourcing of personnel gaining importance?
- (e) Give any two limitations of employment tests.
- (f) Define training.
- (g) Can only financial incentives motivate the employees? Discuss.
- (h) Describe any two determinants of job satisfaction.
- (i) Give any two objectives of Worker's participation in management.
- (j) What is a Trade Union?

SECTION-B

2. Describe the scope of human resource management. Is it only the responsibility of Personnel department?
3. Explain the techniques of manpower forecasting used in industry.
4. What is meant by recruitment? Why is it called a positive process? How does it differ from selection?
5. Discuss the need for training in an industrial enterprise. What are the methods of operative training?
6. What is Career development? Briefly describe the various steps involved in the career development process.

SECTION-C

7. What is Job Analysis? Discuss the objectives and uses of job analysis. Describe the various techniques of collecting data for job analysis.
8. Define Collective Bargaining. Describe the various types of collective bargaining. Discuss the essentials of successful collective bargaining and the obstacles to it in the Indian context.
9. Write short notes on :
 - (a) Maslow's theory of need hierarchy
 - (b) Internal sources of recruitment
 - (c) Performance appraisal systems
 - (d) Quality of work life.