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MCA
MGT 3004

Fourth Semester Examination – 2008

HUMAN RESOURCE MANAGEMENT

Full Marks – 70

Time : 3 Hours

Answer Question No. 1 which is compulsory
and any **five** from the rest.

The figures in the right-hand margin
indicate marks.

1. Answer the following questions : 2 × 10
- (a) What is the linkage between HRM and HRD ?
 - (b) Outline the uses of job analysis.
 - (c) Why supply forecasting for human resources is necessary ?

P.T.O.

- (d) Distinguish standardised and nonstandardised tests.
 - (e) What are the objectives of stress interview ?
 - (f) What do you mean by 'real wage' and 'nominal wage' ?
 - (g) What are 'central tendency' and 'halo effect' errors in appraisal ?
 - (h) Outline the objectives of training.
 - (i) What do you mean by adjudication ?
 - (j) Outline the objectives of workers' participation in management.
2. Discuss the challenges before the HR manager in the changing business scenario. 10
3. What is job analysis ? Discuss the procedures of conducting job analysis in respect of few jobs. 10
4. 'Selection is a process of successive hurdles techniques'. Discuss. 10

5. Define 'Minimum wage', 'Fair wage' and 'Living wage' and discuss the factors that help in determination of wages. 10
6. Why evaluation of training is necessary ? Suggest models of evaluating training effectiveness. 10
7. What are the differences between performance appraisal and performance management ? Discuss the steps involved in conducting MBO method of appraisal. 10
8. Define industrial dispute and describe the methods of settlement of disputes under Industrial Disputes Act, 1947. 10