

SVKM's NMIMS UNIVERSITY
School of Distance Learning

Management of Human Resources

DBM/DMM/DFM/DHRM/PGDBM/PGDMM/PGDFM/PGDHRM/ADITM

Date: 29.5.2007

Marks: 100

Time: 11.00 am to 2.00 pm

Answer any five of the following questions & each question carry 20 marks:

- Q.1. What is " Human Resources Management "? Explain the four fold objectives of HRM and the various human resources functions.
- Q.2. Discuss the various methods used for job analysis in the Indian context.
- Q.3. What are the purposes and advantages of promotion? Explain the different types of promotions and the promotion practices in India.
- Q.4. What is " Competency Mapping " and explain briefly the methods of Competency Mapping ?
- Q.5. What are the needs and benefits of organizing training programmes in an organization and why is evaluation of training essential?
- Q.6. What is team development ? Discuss different approaches to team building with illustrations.
- Q.7. Why is the performance appraisal an integral part of the performance planning and management system? Elucidate briefly the various performance appraisal methods.
- Q.8. Which are the various incentives and rewards systems ? Explain the importance of reward mechanisms in enhancing the quality of work life and effectiveness in Indian companies.
- Q.9. Define the term "Trade Union " as per the Trade Union Act, 1946. Explain the functions, objectives and role of Trade Unions.
- Q.10. Write short notes on any Two of the following :
 - 10.1 Components of Human Resources Management.
 - 10.2 Various methods of recruitment.
 - 10.3 Human Resources Information System and its uses.
 - 10.4 Worker's Participation in Management in India.