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## P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belgaum)

**Sixth Semester, B.E. - Industrial and Production Engineering**

**Semester End Examination; June - 2016**

**Human Resource Management**

*Time: 3 hrs*

*Max. Marks: 100*

**Note:** Answer **FIVE** full questions, selecting **ONE** full question from each **unit**.

### UNIT - I

- |   |    |   |    |
|---|----|---|----|
| 1 | a. | What are the HRM objectives and its supporting functions? Explain each briefly. | 10 |
|   | b. | List the importance of HRP and explain any FIVE of them.                        | 10 |
| 2 | a. | What is Job analysis? Explain it in detail.                                     | 10 |
|   | b. | Describe HR demand forecast. Explain any two types of forecasting.              | 10 |

### UNIT - II

- |   |    |   |    |
|---|----|---|----|
| 3 | a. | List the sources of recruitment. Explain any three of them briefly. | 10 |
|   | b. | With a block diagram explain Recruitment process.                   | 10 |
| 4 | a. | Briefly explain the process of selection.                           | 12 |
|   | b. | Describe the types of employment Interviews.                        | 8  |

### UNIT - III

- |    |       |   |    |
|----|-------|---|----|
| 5  | a.    | Explain the various inputs in training and development.         | 10 |
|    | b.    | With a block diagram explain the performance appraisal process. | 10 |
| 6. |       | Explain the following :   |    |
|    | (i)   | 360 - Degree feedback   |    |
|    | (ii)  | Assessment centres  | 20 |
|    | (iii) | Psychological appraisals  |    |
|    | (iv)  | Confidential Records.   |    |

### UNIT - IV

- |   |    |  |    |
|---|----|--|----|
| 7 | a. | What are the three categories of Barriers to effective communication? Explain any one in detail. | 12 |
|   | b. | Write a note on Human resource accounting.   | 8  |
| 8 | a. | What is counselling? Mention the characteristics and need of counselling.                        | 10 |
|   | b. | Explain the different methods and advantages of HRA.   | 10 |

### UNIT - V

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|----|------|--|----|
| 9  | a.   | Who are major parties to industrial relation? Explain.       | 5  |
|    | b.   | With a block diagram explain disputes settlement mechanisms. | 10 |
|    | c.   | Write a note on causes of disputes.                          | 5  |
| 10 | a.   | Explain the following :                                      |    |
|    | i)   | Industrial disputes  |    |
|    | ii)  | Indian Factories Act   | 20 |
|    | iii) | ESI Act  |    |
|    | iv)  | industrial tribunals   |    |

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