



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

(An Autonomous Institution affiliated to VTU, Belagavi)

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

Semester End Examination; June - 2017

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 is HRM? List and explain the different functions of HRM. 10
- b. What are the objectives of human resource planning? And list the factors affecting the Human Resource Plan. 10
- 2 a. What are HR policies? List and discuss the subjects covered by company HR policies. 10
- b. Briefly discuss about the job description and job specification with respect to job analysis and also discuss about methods of job analysis. 10

UNIT - II

- 3 a. Every step in HRM is of great importance and of them selection decision stands out to be the most important and discuss how the selection decisions can be sub divided? And also briefly discuss the process of recruitment and selection. 10
- b. Briefly discuss the different sources of recruitment and what is recruitment yield pyramid? Explain with an example. 10
- 4 a. Briefly discuss the sources of managerial personnel selection, after the positions are identified, managers are obtained through recruitment, selection, placement and promotion. 10
- b. Briefly discuss the steps involved in the selection process along with the outcome of selection decision 10

UNIT - III

- 5 a. What is need of training and development in organization? And difference between training and development. 10
- b. Briefly discuss the different method of training and also how the management development in organizations would take place. 10
- 6 a. What is performance appraisal? Classify the different methods of performance appraisal with examples. 10
- b. Briefly discuss the following performance appraisal methods : 10
 - i) Paired comparison method
 - ii) Behaviorally Anchored Rating scale.

UNIT - IV

- 7 a. What is counseling and why we need counseling in organization? Discuss how the counseling objectives are achieved through performing counseling functions. 10
- b. The need for human asset valuation arose as a result of growing concern for human relations management in the industry in this context discuss the need, objectives and benefits of Human Resource accounting. 10
- 8 a. What is business communication? And explain the different types of business communication processes are important in organization with block diagram. 10
- b. As the leaders of their organizations, CEOs are expected to effectively communicate with their stake holders, customers and employees, What are the best practices they find can help make even the most reluctant (or outspoken) leaders become more effective communications? 10

UNIT - V

- 9 a. Briefly the need, scope and objectives of industrial trade unions of India. 10
- b. Discuss what are those industrial Dispute Settlement machineries in India? And how these industrial Dispute settlement machineries used for settling industrial Disputes in India. 10
- 10 a. What are the general causes of industrial disputes? And suggest Few suggestions for the improvement of industrial relations and reduce disputes. 10
- b. Briefly discuss the components highlighting Indian Factory Act for industrial relations management. 10

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