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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; May/June - 2018

Human Resource Management

Time: 3 hrs

Max. Marks: 100

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

ii) Assume suitably missing data, if any.

UNIT - I

- 1 a. With a block diagram, explain the scope of HRM. 10
- b. Explain the functions and objectives of HRM. 10
- 2 a. With a block diagram, explain HRP process. 10
- b. Explain any four forecasting techniques of HRP. 10

UNIT - II

- 3 a. Define Recruitment. Briefly explain the different factor which influences recruitment. 10
- b. Explain different sources of recruitment. 10
- 4 a. Explain the different types of employment interviews. 6
- b. Explain the different barrier of effective selection. 4
- c. Explain the selection process. 10

UNIT - III

- 5 a. Explain training process. 10
- b. With block diagram, explain the executive development process. 10
- 6 a. Mention the objective of performance appraisal. 6
- b. Explain performance appraisal process. 14

UNIT - IV

- 7 a. With a block diagram, explain barriers to effective communication and strategies to overcome the barriers. 12
- b. Explain any two monetary and non-monetary measures of HRA. 8
- 8 a. With a block diagram, explain interpersonal communication process. 12
- b. Define Human Resource Accounting. Mention the advantages of HRA process. 8

UNIT - V

9. Explain the following industrial acts : 20
 - i) Indian factory act.
 - ii) ESI act.
- 10 a. Explain the importance of industrial relations and Indian Trade Union Act. 8
- b. Write a note on following :
 - i) Board of conciliation
 - ii) Voluntary and Compulsory arbitration 12
 - iii) Industrial Tribunal and Adjudication