

9. Write short notes :

- (a) Outsourcing  
(b) Employee leasing

Roll No. ....

12613

MBA 2 Yr. 2nd Semester  
New Scheme 2019-20  
Examination – July, 2022

HUMAN RESOURCE MANAGEMENT

Paper : 19IMG22C3

Time : Three hours ]

[ Maximum Marks : 80

*Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.*

**Note :** This paper consists of two sections. All the questions of Section A are *compulsory* and carrying 2 marks each. Section B consists eight questions. The students shall be required to attempt *four* questions from section B selecting at least *one* question from each Unit. All questions carry 16 marks.

## SECTION – A

1. Write short notes (normally 50 words) on the following :

- (a) Challenges to HR professionals
- (b) Job Analysis
- (c) Job Specification
- (d) External Methods of Recruitment
- (e) Induction Programme
- (f) 360 Degree feedback
- (g) Outplacement
- (h) Coaching

## SECTION – B

### UNIT – I

- 2. Discuss the role and challenges of HR professionals in smooth functioning of HR activities. Highlight the desired skills of HR professionals.
- 3. Define human resource planning. Define its objectives, process and components in detail.

### UNIT – II

- 4. What is selection ? Explain selection process along with different types of selection tests used in organizations.
- 5. What do you understand by Orientation programme ? Discuss the role of Orientation in employee commitment towards organization.

### UNIT – III

- 6. What is performance appraisal system ? Discuss the objectives and scope of performance appraisal system for an organization.
- 7. Define compensation system in an organization. Discuss various types of compensation strategies.

### UNIT – IV

- 8. Differentiate between Domestic and International HRM. Discuss the role and challenges faced by HR professionals in IHRM.