

Total number of printed pages – 3

MCA
MGT 3004

Fourth Semester Examination – 2007

HUMAN RESOURCE MANAGEMENT

Full Marks – 70

Time – 3 Hours

*Answer Question No. 1 which is compulsory
and any **five** from the rest.*

*The figures in the right-hand margin
indicate marks.*

1. Answer the following topics in brief : 2×10
 - (a) Functions of HR Manager.
 - (b) Job Specification.
 - (c) Ratio Trend Analysis for forecast of HRP.
 - (d) Tests for selection of employees.

P.T.O.

- (e) Characteristics of Learning.
- (f) Five levels of evaluation of training.
- (g) Off-the-job training techniques.
- (h) Definition of Industrial Dispute.
- (i) Gherao.
- (j) What is conciliation proceeding for settlement of ID ?

2. Discuss impact of three recent developments of job design and job analysis. 10

3. Wage differentials are necessary for organizations. – Discuss. 10

4. Explain different methods of training the employees. Suggest a suitable training method for salesmen of a Heavy Machine Manufacturing Organisation. 10

5. Discuss on-the-job and off-the-job training. How should pilots for aviation be trained with respect to these types of training ? 10

6. Describe the process of performance appraisal. 10

7. Analyse causes of industrial disputes in India. What would you recommend to address these problems ? 10

8. Discuss the procedure for settlement of disputes in India. 10

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