

Term End Examination – June, 2017
Program Title: Diploma in Management
Course Title: Managing Human Resources
Course Code: DIM-3
(Session 2016-17)

Time – 3 hours
Full Marks – 100

Answer any four questions from Group –‘A’, any two questions from Group –‘B’ and any three questions from Group –‘C’.

Group ‘A’

(Answer any four questions each within 100 words)

Q. No. 1

Marks: 5 X 4=20

- (a) What is the need for HR manager in an organization?
- (b) What is employee empowerment?
- (c) Differentiate between job specification and job description.
- (d) What is Training? How is it different from development?
- (e) Distinguish between wage and salary.
- (f) Define selection process.
- (g) What is KPI in performance management?

Group ‘B’

(Answer any two questions each within 250 words)

Q. No. 2

Marks: 10 X 2=20

- (a) What are the qualities needed to become an effective HR manager?
- (b) When should socialization occur in an organization? Give examples and explain.
- (c) Explain different types of interviews used for selection of a candidate.
- (d) What is off-the-job training? Explain in brief with examples.
- (e) What is the role of a trade union in organizations?

Group ‘C’

(Answer any three questions each within 500 words)

Marks: 20 X 3=60

Q. No. 3 Human resource management should be linked to the vision, mission and goals of the organization. Do you agree? Explain.

Q. No. 4 What is a group? Discuss the merits and demerits of group formation in organizations.

Q. No. 5 Write short notes on:

- a) Employment Exchange as a source for recruitment
- b) Use of Assessment Centre in Training
- c) Job analysis
- d) Employee Relations

Q. No. 6 Employees in the organizations need core-skills training as well as soft skills training. Explain this statement with examples.

Q. No. 7 What is compensation management? Explain different compensation management practices in India.

Q. No. 8 Do you think that performance should be linked to rewards? Justify your answer.