DECEMBER 2024 **P/ID 77935/RMB3L**

Time : Three hours Maximum : 80 marks

PART A — (10 × 2 = 20 marks)

Answer any TEN questions in 50 words each.

1. State the importance of Human Resource Management.

2. Identify the benefits of Human Resource Accounting.

3. What are the strategic considerations of Human Resource Planning?

4. Define Job Description and Job Specification.

5. What is Succession Planning?

6. Write a note on Exit Interview.

7. What do you mean by Employee Attrition?

8. Define Retraining.

9. Bring out the basic objectives of Compensation Management.

10. What is Fair Wage?

11. Write short note on Wage Structure.

12. State the benefits of Cafeteria Style of Compensation.

PART B — ($5 \times 6 = 30$ marks)

Answer any FIVE questions in 250 words each.

13. Describe Strategic Human Resource Management. What exactly is Human Resource role in the Strategic Planning Process?

14. Discuss the steps involved in Job Analysis.

15. What are the errors in interview and how it can be overcome?

16. Outline the purpose and procedure for transfer.

17. Discuss the different types of Promotion.

18. How to conduct an effective appraisal interview? Explain.

19. Explain the factors influencing Wage and Salary Administration.

PART C — ($3 \times 10 = 30$ marks)

Answer any THREE questions in 500 words each.

20. Summarise the broad functions of Human Resource Management.

21. Elaborate the sources of Recruitment.

22. Explain the different types of Training methods imparted to the employees.

23. Write an explanatory note on Management by Objectives and the steps involved in it.

24. What incentive plans you recommend for white collar and blue collar workers in India? Explain with examples.

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