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SCHOOL OF ACCOUNTING AND BUSINESS
BSc. (APPLIED ACCOUNTING) GENERAL / SPECIAL DEGREE
PROGRAMME

END SEMESTER EXAMINATION – JULY 2015

MGT 20425 Human Resource Management

Date : 25th July 2015
Time : 2.00 p.m. – 4.30 p.m.
Duration : Two and half (02 ½) hours

Instructions to Candidates:

- Answer any **FIVE** questions, including **Question No. 01** and any **FOUR** from others.
- Each question carries equal marks.
- 60% of marks are allocated for this paper and the balance 40% has been allocated for the continuous assessments.
- Answers should be written neatly and legibly.

Question No. 01 - (Compulsory)

“Human Resource Management (HRM) is one of the most important functional fields of organizational management. It is a subject that is compulsory for all managers irrespective of their fields of specialisation and levels of management”.

- a. Define the term Human Resource Management.
- b. What is the Generic Purpose of Human Resource Management?
- c. State four strategic goals of Human Resource Management.
- d. List down five objectives of Human Resource Management.
- e. Elaborate the importance of Human Resource Management.

(Total 20 Marks)

Question No. 02

“Properly designed job makes the job more productive and more satisfying”

- a. What do you mean by job design?

(05 Marks)

- b. Discuss the importance of Job Design as a HRM function.

(07 Marks)

- c. Elaborate “Person-Job Fit Concept” in job designing.

(08 Marks)

(Total 20 Marks)

Question No. 03

- a. “Human Resource Planning is a systematic process of determining future employee needs and deciding steps to achieve those needs”. Elaborate this statement.

(10 Marks)

- b. What do you mean by Staffing Table? Construct a partial hypothetical staffing table.

(10 Marks)

(Total 20 Marks)

Question No. 04

- a. “Quality of Human Resource in an organization depends on the employee selection process used by that organization”. Propose a suitable model that could be used as a typical selection process and briefly explain it.

(10 Marks)

- b. “Training needs identification is the first step of the Training Cycle”. What do you mean by training needs identification? Briefly explain with examples how training needs are identified.

(10 Marks)

(Total 20 Marks)

Question No. 05

- a. What is meant by Employee Performance Evaluation (EPE) and explain why is EPE important for an organisation?

(10 Marks)

- b. “EPE is a process and formulating well defined policies of EPE gives directions to successful EPE”. Explain the important policy issues of EPE.

(10 Marks)

(Total 20 Marks)

Question No. 06

a. What do you mean by equity issue in pay management?

(10 Marks)

b. Discuss the steps in Point System as a method of Job Evaluation in Pay management.

(10 Marks)

(Total 20 Marks)