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

YEAR II SEMESTER II
END SEMESTER EXAMINATION – AUGUST 2015

MGT 20425 Human Resource Management

Date : 10th August 2015
Time : 9.00 a.m. – 11.30 a.m.
Duration : Two and a half (02 ½) Hours

Instructions to Candidates:

- Answer any **FIVE** questions, including **Question No. 01** and any **FOUR (04)** 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 is the most important resource for any organization over all the other resources. All other resources make things possible, but it is human resource that makes things happen. Therefore, nothing else can be managed unless it is managed well”.

- a. What is human resource? Why is it so important for an organisation?
- b. Define Human Resource Management and state its generic purpose.
- c. Discuss strategic goals of Human Resource Management.
- d. List down five objectives of Human Resource Management.

(Total 20 Marks)

Question No. 02

“Jobs are regarded as basic building blocks of the organization. So, it has to be designed properly”.

- a. What do you mean by a job and job design?

(06Marks)

- b. Discuss four techniques of job design.

(06 Marks)

- c. Explain behavioural elements of *Job Characteristic Model* proposed by Hackman and Oldham.

(08 Marks)

(Total 20 Marks)

Question No. 03

“Job Analysis is a primary function of Human Resource Management as it produces a set of information that is essential and useful for successful performance of many other HRM functions”

a. What do you mean by Job Analysis? Briefly explain its process.

(10 Marks)

b. Develop a hypothetical Job Description and Job Specification for a Machine Operator in a large manufacturing organization.

(10 Marks)

(Total 20 Marks)

Question No. 04

“Planning is setting objectives and deciding steps to achieve them. It is a well-established fact that *failing to plan means planning to fail*”

a. Define Human Resource Planning and explain its importance.

(10 Marks)

b. Briefly discuss the process of Human Resource Planning.

(10 Marks)

(Total 20 Marks)

Question No. 05

“Selection is the heart of Human Resource Management and it is the main reason for establishing a separate department called HR for many organisations”.

- a. What do you mean by employee selection? Explain its objectives and discuss the four possible outcomes of a selection decision.

(10 Marks)

- b. Elaborate the process of interview and discuss its merits and demerits as a method of employee selection.

(10 Marks)

(Total 20 Marks)

Question No. 06

- a. “Employee Performance Evaluation (EPE) is a process” Briefly discuss the steps of the process of EPE?

(10 Marks)

- b. “Discuss the importance EPE and some behavioural problems associated with the evaluator.

(10 Marks)

(Total 20 Marks)