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No of Questions - 06

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

YEAR II SEMESTER II – INTAKE V/VI (GROUP A)
END SEMESTER EXAMINATION – JULY 2017

MGT 20425 Human Resource Management

Date : 19th July 2017
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

“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.

(Total 20 Marks)

Question No. 02

“Jobs are performed by people not by machines, so that they should be properly designed. The way in which a particular job has been designed has a direct impact on the individual who perform the job”. What do you mean by job designing? How does the way a particular job has been designed affect the individual who perform it?

(Total 20 Marks)

Question No. 03

“Job Analysis involves collecting, analysing and recording information about jobs and job holder characteristics”. What is the purpose of job analysis? Discuss various techniques that can be used to collect such information in job analysis.

(Total 20 Marks)

Question No. 04

“Selection is a process which has several steps to be followed in order to make a right selection decision”. Define the term selection and describe steps of the process of selection.

(Total 20 Marks)

Question No. 05

“Needs assessment is the first step of any training cycle.” What do you mean by the training needs assessment? Discuss how the training needs are identified at the different levels as discussed in the class.

(Total 20 Marks)

Question No. 06

Write brief notes on the followings:

- a. *Behavioural Problems* associated with job analysis.
- b. *Inputs and Requirements* of personnel selection.
- c. *Administrative and Development* purposes of performance evaluation.
- d. *Learning Principles* to be followed when designing training programme.

(Total 20 Marks)