



No. of Pages - 03

No of Questions - 06

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

END SEMESTER EXAMINATION – JULY 2017

MGT 20425 Human Resource Management

Date : 15th July 2017
Time : 1.00 p.m. - 3.30 p.m.
Duration : Two and a 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

“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 specialization and levels of management”.

Describe the meaning of above statement and explain the generic purpose, strategic goals, objectives and significance of Human Resource Management.

(Total 20 Marks)

Question No. 02

“Job design is not only a human resource management function, but also an engineering function. Therefore, essentially, support of right engineers or other line managers will have to be obtained.”

- a. Explain how jobs are designed and redesigned with the help of engineers and other line managers.
- b. Discuss the way of finding the balance between efficiency elements and behavioural elements in job designing.

(Total 20 Marks)

Question No. 03

“Job Analysis is a Human Resource Management (HRM) function which has to be performed before some other functions such as human resource planning, recruitment, selection, and induction.”

Discuss the purpose of job analysis as a HRM function and relate it with other functions.

(Total 20 Marks)

Question No. 04

“Selection is the process of making the choice of the most appropriate person from the pool of applicants recruited to fill the relevant job vacancy”.

- a. What do you mean by the term most appropriate person?
- b. How does the most appropriate person differ from the most qualified person? Discuss the steps of the interview process as a method of selection.

(Total 20 Marks)

Question No. 05

“According to management theorist, William F Glueck, Employee Performance Evaluation is the personnel activity by means of which the enterprise determines the extent to which the employee is performing the job effectively”.

Elaborate this statement and discuss the importance of performance evaluation for an organization.

(Total 20 Marks)

Question No. 06

Write brief notes on the followings:

- a. *Efficiency Elements* and *Behavioural Elements* of job designing.
- b. *Assessment Centre* as a method of selection.
- c. *Objective Criteria* and *Subjective Criteria* of performance evaluation.
- d. *Different Styles (Designs)* of training evaluation.

(05 Marks each)

(Total 20 Marks)