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BA 172204

Roll No. of candidate

2017/VV

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2022

M.B.A. 2nd Semester End-Term Examination

HUMAN RESOURCE MANAGEMENT

(New Regulation and New Syllabus w.e.f. 2017-18)

Full Marks – 70

Time – Three hours

The figures in the margin indicate full marks
for the questions.

Answer question No. 1 and any *four* from the rest.

1. Fill in the blanks : (10 × 1 = 10)
- _____ is the process of agreeing on satisfactory labour contract between management and union.
 - Recruitment is the first step in building and organization's _____.
 - Discrimination during recruitment and employment is prohibited by the _____.
 - A _____ promotion is a promotion where a person is moved to a higher-level job without increase in pay.
 - Permanent termination of an employee's services due to economic reasons such as surplus staff, poor demand for products, general economic slowdown is known as _____.
 - _____ is a horizontal restructuring method that aims at increase in the workforce flexibility and at the same time reducing monotony that may creep up over a period of time.
 - _____ is concerned with the provision of opportunities for people to develop their abilities and their careers.
 - _____ error takes place when an employee's performance appraisal unjustifiably gets influenced by the initial impression of the employee.

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- (ix) _____ is defined as the remuneration paid to the clerical and managerial personnel employed on monthly or annual basis.
- (x) _____ means nonconformity to formal and informal rules and regulations.
2. (a) Explain the areas where the concept of human resource management is applicable. (7)
- (b) Discuss the roles discharged by a human resource manager. (8)
3. (a) Differentiate between internal and external sources of recruitment. (5)
- (b) State the effects of recession on the recruitment process of a country. (5)
- (c) When do you think internal mobility becomes important in an organization. (5)
4. (a) What are the different forms of employee separation? (5)
- (b) 'Preparing a schedule for succession is critical to the success of a company' – Give suitable reasons explaining the above statement. (5)
- (c) What are the possible mistakes that might occur during performance appraisal? (5)
5. (a) Explain the rationale behind Industrial Relations. (7)
- (b) Discuss the Model Grievance Procedure. (8)
6. (a) When does a job evaluation programme become a successful one? (5)
- (b) Elaborate the training methodologies used for imparting training. (10)
7. Write short notes on : (3 × 5 = 15)
- (a) Fringe Benefits
- (b) Employee Discipline
- (c) Organisational Development

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