

( 3 Hours )

(Total Marks : 100)

Please check whether you have got the right question paper.

- N.B.:
- 1) Question No.1 to Question No.6 are compulsory.
  - 2) Attempt any two out of the remaining four (i.e. Question No.2 to Question No. 5 and Question No. 7 to Question No. 10) in each section.
  - 3) Figures to the right indicate full marks.

**SECTION – I**

1. Answer any one of the following : (20)
  - a) Explain the meaning, objectives and scope of HRM.
  - b) What is recruitment? Explain the factors affecting the recruitment.
2. What are the objectives of Human Resource Planning? (15)
3. Explain the process of job analysis. (15)
4. Explain the steps involved in selection process. (15)
5. Write a note on ethical aspects in performance appraisal. (15)

**SECTION – II**

6. Answer any one of the following : (20)
  - a) Explain the need, objectives and importance of training programme.
  - b) Explain the need for succession planning with special reference to family oriented businesses and professionally managed organizations.
7. Write a note on Grievance handling procedure with reference to succession planning. (15)
8. Explain the causes and effects of stress on job performance. (15)
9. What are the strategies adopted by organizations in ensuring the health and safety of employees? (15)
10. Discuss various HRM issues in Organizational Restructuring. (15)

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**Larry F. Moore, P. Devereaux Jennings**

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far from being realized Consequently it should be assumed that neither American HR practices will significantly influence European HRM nor that Europe will lead towards convergence of a common model in the future Countries will continue to be different in their HR practices due to their unique cultural and institutional frameworks *International Human Resource Management among companies in Finland and Estonia* Melanie Gasser,2020-03-11 Academic Paper from the year 2020 in the subject Leadership and Human Resources Miscellaneous grade 1 University of Applied Sciences Vorarlberg language English abstract In this paper nine questions concerning the article HRM is foreign affiliates A multiple case study among Estonian affiliates of Finnish companies were elaborated analyzed and interpreted During the course International Human Resources Management we got to know some interesting new topics We covered numerous topics starting with the differences between domestic HRM and IHRM the context of international HRM international strategies information about expatriates and much more In addition a practical relevance was always established We not only dealt with numerous interesting cases concerning the teaching content but also discussed possible examples of fellow students who were particularly suited to the respective topic area Human Resource Management John M. Ivancevich,2004 Managers are constantly faced with Human Resource Management issues problems and decision making Offering a managerial orientation this book pays attention to the application of HRM approaches in organizational settings and situations Meant for both students and faculty it offers information on HRM thinking and practice **Human resource management** International Industrial Relations Association. World Congress,1992 **Excerpta Indonesica** ,1994 **Graduate Studies** ,1991 **Readings in Personnel and Human Resource Management** Randall S. Schuler,Stuart A. Youngblood,1984 *Spring Annual Conference and World Productivity Congress* American Institute of Industrial Engineers. Spring Conference,1981 **Interpellations, Questions and Replies of the National Assembly** South Africa. Parliament (1994- ). National Assembly,1997 *The Chartered Secretary* ,2002 Human Resource Management on the Pacific Rim Larry F. Moore,P. Devereaux Jennings,1995 No detailed description available for Human Resource Management on the Pacific Rim *New Zealand Law Librarians' Group Newsletter* ,1989 **Parliamentary Papers** Queensland. Parliament. Legislative Assembly,1997 **Human Resources Management and Economic Development in Asia** ,1994 Personnel Management Abstracts ,1992

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