

( 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)

# Human Resource Management Previous Year Question Paper

**Rosemary Harrison**



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61 2012 June Paper II 62 67 2012 June Paper III 68 76 2012 December Paper II 77 82 2012 December Paper III 83 90 2013  
June Paper II 91 97 2013 June Paper III 98 109 2013 September Paper II 110 118 2013 September Paper III 119 129 2013  
December Paper II 130 136 2013 December Paper III 137 147 2014 June Paper II 148 155 2014 June Paper III 156 167 2014  
December Paper II 168 174 2014 December Paper III 175 184 2015 June Paper II 185 190 2015 June Paper III 191 201 2015  
December Paper II 202 210 2015 December Paper III 211 223 2016 July Paper II 224 233 2016 July Paper III 234 247 2016  
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Human Resource Management in Europe Manuel Simon, 2007-01-20 Scientific Essay from the year 2006 in the subject Business economics Business Management Corporate Governance grade 96 Prozent Beijing Institute of Technology course Human Resource Management in International Firms language English abstract This paper analyzes in how far human resource management HRM of the United States of America USA will influence European HR practices When investigating the special features of American and European HRM it becomes obvious that the USA is characterized by low level of state interference and stronger emphasize on individualism In contrast in Europe greater involvement of the states and European supranational agencies as well as huge organizational and managerial responsibility towards employees is usual What is more trade unions have a high social legitimacy in Europe compared to the USA Nevertheless due to different cultural and institutional perspectives of the individual European countries it is difficult to define a common HRM model within Europe Hence the discussion of various regional clusters arose in recent years Although some European countries move towards directional convergence whether countries share the same trend final convergence whether countries are becoming more alike is still

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

Excerpta Indonesica ,1994

**Human Resource Management** Rosemary Harrison,1993 HRM has a crucial role to play in the development of an organisation s mission and culture and in supporting its business strategy The nature of its strategic role and the issues related to implementing strategy in the workplace are the two main themes of this text Few other books give such an integrated treatment of both the concepts and issues related to a strategic approach to HRM and of the practical ways these can be implemented

**Human resource management** International Industrial Relations Association. World Congress,1992

**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

Human Resource Management Lloyd L. Byars,Leslie W. Rue,2004 Byars and Rue s Human Resource Management 7 e emphasizes the theoretical and practical aspects of HRM The theoretical material is presented throughout the text and highlighted via a marginal glossary The practical aspects of HRM are presented through lively and pedagogically effective examples placed throughout the text as well as in the end of chapter materials The new edition reflects changes in the business world in general and the HRM function within organizations since the previous edition was published

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**Zealand Law Librarians' Group Newsletter** ,1989  
Assembly,1997

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### **Table of Contents Human Resource Management Previous Year Question Paper**

1. Understanding the eBook Human Resource Management Previous Year Question Paper
  - The Rise of Digital Reading Human Resource Management Previous Year Question Paper
  - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Previous Year Question Paper
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Human Resource Management Previous Year Question Paper
  - User-Friendly Interface

4. Exploring eBook Recommendations from Human Resource Management Previous Year Question Paper
  - Personalized Recommendations
  - Human Resource Management Previous Year Question Paper User Reviews and Ratings
  - Human Resource Management Previous Year Question Paper and Bestseller Lists
5. Accessing Human Resource Management Previous Year Question Paper Free and Paid eBooks
  - Human Resource Management Previous Year Question Paper Public Domain eBooks
  - Human Resource Management Previous Year Question Paper eBook Subscription Services
  - Human Resource Management Previous Year Question Paper Budget-Friendly Options
6. Navigating Human Resource Management Previous Year Question Paper eBook Formats
  - ePub, PDF, MOBI, and More
  - Human Resource Management Previous Year Question Paper Compatibility with Devices
  - Human Resource Management Previous Year Question Paper Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Human Resource Management Previous Year Question Paper
  - Highlighting and Note-Taking Human Resource Management Previous Year Question Paper
  - Interactive Elements Human Resource Management Previous Year Question Paper
8. Staying Engaged with Human Resource Management Previous Year Question Paper
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Human Resource Management Previous Year Question Paper
9. Balancing eBooks and Physical Books Human Resource Management Previous Year Question Paper
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Human Resource Management Previous Year Question Paper
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Human Resource Management Previous Year Question Paper
  - Setting Reading Goals Human Resource Management Previous Year Question Paper
  - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Human Resource Management Previous Year Question Paper
  - Fact-Checking eBook Content of Human Resource Management Previous Year Question Paper
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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