

BACHELOR IN HOTEL MANAGEMENT (BIHM)

Term-End Examination

December, 2013

BHY-040 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

Note : (i) Attempt *any five* questions.

(ii) All questions carry *equal* marks.

1. Explain the safety and welfare provisions available for the employee of an five star category hotel. 20
2. Define discipline . What are the various steps adopted by the organizations as disciplinary action ? 10+10=20
3. Explain in detail the stages of Job analysis. 20
4. Describe the various types of transfer provided for employees. 20
5. What are the factors used for evaluating the job ? How can you differentiate job evaluation from job analysis ? 20
6. How can compensation prove to be a motivational tool ? Detail with examples. 20
7. What are the requirements of a sound promotion scheme ? Give the advantages of having such a scheme. 20

8. What are the important factors for determining wage structure of an organization ? Critically analyse the role of wage theories in determining wage structure. **10+10=20**
9. What is the future of HRM in India? Give your estimate about the general status of the field of personnel management twenty five years hence. **10+10=20**
10. What do you mean by orientation ? What is the need for orientation in an organization ? How is formal orientation better than socialization ? **10+5+5=20**
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