

EXECUTIVE MBA  
(EXMBA)

Term-End Examination  
December, 2011

MCT-058 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

**Note :** Answer *any five* questions.

All questions carry *equal* marks.

1. What are the major shifts in HR management and how are these responsible for emerging role of HR professionals ? 20
  
2. (a) Explain in detail the stages of Training process. Which one of these is very critical in your opinion and why ? 10  
(b) Explain the difference between performance feedback and performance counselling. Mention the critical competencies of an effective counsellor. 10
  
3. How is Performance Management System more relevant in the current complex business scenario ? 20

4. (a) Describe Unitarist, Pluralist and Radical perspectives of Industrial Relations. 10
- (b) What are implications on Performance Appraisal system when incentives are linked to performance ? 10
5. Describe the key strategic shifts in industrial relations. Give examples for some of them in Indian context. 20
6. (a) Compare advantages and disadvantages of Ethnocentric and Geocentric orientations to International organizations. 10
- (b) Briefly discuss methods of Demand Forecasting in HR planning with pros and cons of any **one** of the methods. 10
7. Why cross-cultural understanding in global business is important ? Elaborate this by giving examples from the cross-cultural researches that you have studied. 20
8. Write short notes on **any four** of the following : 20
- (a) Steps in Recruitment Interview
- (b) Methods of Job Analysis
- (c) Aptitude Tests
- (d) External - Internal factors that affect compensation of a job.
- (e) Pros and cons of 360° appraisal
- (f) Kirk Patrick's model of training evaluation.
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