

**M.A. IN FASHION RETAIL MANAGEMENT
(MAFRM)**

Term-End Examination

December, 2011

**MFM-037 : HUMAN RESOURCE
MANAGEMENT**

Time : 3 hours

Maximum Marks : 100

Note : Section A is compulsory.

SECTION - A (45 - Marks)

1. How a manager can set Ethical standards in the organisation ? How he can select ethically right person in the organisation ? 15

2. What is job analysis ? What methods can be used for imparting on the job training ? Discuss about the various job evaluation methods. 15

3. Discuss the role of HR manager in view of the following three aspects. 5+5+5=15
 - (a) Agent of change
 - (b) Conflict resolution and negotiation skills
 - (c) Job succession and voluntary Retirement Scheme.

SECTION - B (30 - Marks)

Answer *any two* of the following :

4. What are the obligations of the principal employer and contractor under the contract labour Act, 1970 ? 15
5. What is the difference between Recruitment and Selection ? What are the steps involved in selection process ? 15
6. Examine the main features of the Payment of wages Act, 1936. What are the provisions for deductions from wages ? 15

SECTION - C (25 - Marks)

7. Write notes on *any five* of the following : **5x5=25**
- (a) Industrial disputes Act, 1947
 - (b) Design of performance linked reward system.
 - (c) Process of empowerment
 - (d) Organisational culture
 - (e) Collective Bargaining
 - (f) Induction and Placement
 - (g) Performance Coaching
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