

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

**Term-End Examination**

**June, 2011**

**MFM-037 : HUMAN RESOURCE  
MANAGEMENT**

*Time : 3 hours*

*Maximum Marks : 100*

*Note : There are three Sections A, B and C*

**SECTION - A (45 - Marks)**

Answer *any three* of the following :

1. How do operative functions of HR manager differ from other functional managers ? Discuss. 15
2. Distinguish between "Recruitment and Selection". Discuss in detail the stages involved in the process of selection. 15
3. Enlist the main methods of performance appraisal. Discuss the concept of 360 degree method of performance appraisal. 15
4. What do you understand by the term "Compensation Management" ? Discuss factors affecting compensation designing and management. 15

**SECTION - B (30 - Marks)**

Answer *any two* of the following :

5. What is the importance of motivation of employees in the organisation ? Which tools are used to motivate employees ? 15
  
6. What are the obligations of the principal employer and contractor under the contract labour Act, 1970 ? Discuss in detail. 15
  
7. What are the benefits payable under the ESI Act, 1948 ? Give details and explain each. 15

**SECTION - C (25 - Marks)**

8. Write notes on *any five* of your choice :

5x5=25

- (a) Job analysis
  - (b) Performance coaching
  - (c) Role of HR in an organisation
  - (d) Labour court
  - (e) Role playing
  - (f) What is strategic HRM ?
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