

**EXECUTIVE MBA
(EXMBA)**

**Term-End Examination
December, 2013**

00943

MCT-058 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

*Note : Answer **any five** questions. All questions carry equal marks.*

1. Discuss the importance of Human Resource Management in the contemporary business environment with special reference to India. **20**
2. Define Job analysis. What is its scope and role for different human resource functions ? **20**
3. (a) Define manpower planning. Briefly discuss the steps involved in manpower planning. **10**
(b) How will you determine the manpower requirements of a multinational company ? **10**
4. Explain the processes, elements and outcomes of Human Resource Planning. How does the human resource planning process facilitate the achievement of an organisation's strategic objectives. **20**
5. What are the advantages and disadvantages of various external recruitment sources ? How do they compare with the internal source ? **20**

6. What are the various hurdles in a selection procedure? State the objectives of a good selection policy. 20
7. (a) "Training is different from Education" comment. 10
(b) Distinguish between Training and Development. 10
8. "Training programmes are helpful to avoid personnel obsolescence" Illustrate. 20
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