

MASTER OF ARTS (PUBLIC POLICIES)

Term-End Examination

June, 2012

00630

MPP-004 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 70

Note : Attempt any seven questions, selecting at least three questions from each section and answer each questions in about 250 words each.

SECTION - I

1. Development of Human resources in public sector is critical to the growth of the country. Discuss with reference to the role of strategic Human resource management in an organization. 10
2. Describe the steps that can be taken to achieve effective manpower planning in the civil services. 10
3. Explain the purpose of job analysis. In what ways can a well formulated job analysis ensure effective personnel management ? 10
4. Discuss sequentially the various steps in an effective recruitment process. 10
5. What purpose do employee benefits serve in any organization. Discuss giving examples of some of these benefits; as distinct from employee incentives. 10

SECTION - II

6. Examine the various training methods used by an organization to impart training to its employees. 10
 7. Discuss the common employee health and safety issues in an organization and the steps that can be taken to address these concerns in contemporary period. 10
 8. HRM in the public sector in India is an interministerial process'. Examine whether this setup ensures effective HRM. 10
 9. Discuss the various sources of stress in the dynamic workplace environment and the strategies that can help manage stress. 10
 10. Define the philosophy of a quality circle and elaborate upon the problem solving process followed by a quality circle. 10
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