

00280

**EXECUTIVE MBA
(EXMBA)**

Term-End Examination

June, 2013

MCT-058 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

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

1. "Human Resource Management is a staff function but a line responsibility". Comment and outline the major functions of Human Resource Management. 20
2. Define Job analysis. What steps are involved in the preparation of Job analysis ? Identify the contents of a well written job analysis. 20
3. Describe the problems in human resource planning. How can these problems be overcome ? 20
4. (a) Define Manpower Planning and various steps involved in it. 10

- (b) Enumerate the benefits of linking human resource planning to the corporate objectives of the organisation. 10
5. How can a company determine if its recruitment processes are working effectively ? 20
6. (a) "Employee selection in India is a process of elimination and not an evaluation". Comment. 10
- (b) "Interview is the least valid and reliable method of selection, yet it is most widely used' comment. 10
7. Distinguish between training and development. How will you evaluate effectiveness of training and development programmes ? 20
8. Write notes on : 20
- (a) On - the job training
- (b) Internship training
- (c) Conference method
- (d) Position rotation
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