

**MBA IN INTERNATIONAL HOSPITALITY
MANAGEMENT**

00449

Term-End Examination

June, 2014

MHY- 011 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

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

1. "Effective Management of Human Resources is essential for the prosperity and welfare of an organization, a society and a nation". In the light of this statement, describe the role of Human Resource Management. 20

2. (a) "A sound HR policy must satisfy certain essential conditions". Elucidate. 10x2=20
(b) Draw an organization chart of HR department, in a middle size organization.

3. Write notes on : 5x4=20
 - (a) Human Resource Inventory
 - (b) Human Resource Flows
 - (c) Levels of Human Resource Planning
 - (d) Techniques of HR Planning

4. What are the objectives of HR Planning ? Illustrate with examples the process of Manpower Planning at enterprise level. 20

5. Write notes on : 10+10=20
(a) Different components of compensation package.
(b) Explain significance of compensation in an organization.
6. Write short notes on : 5x4=20
(a) Appraisal of Managers
(b) Potential Appraisal
(c) Assessment Centre
(d) Behaviourally Anchored Rating Scales
7. Discuss various theories of 'planned change' in organization. Also discuss the characteristics of organization development. 20
8. Discuss various parameters used to manage performance. Also discuss why performance management is significant in an organization. 20
9. Discuss the significance of Organizational Development. Support your answer with suitable examples. 20
10. (a) What are various methods of designing pay structure ? 10x2=20
(b) Explain various statutory provisions that governs different components of reward system.
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