

**EXECUTIVE MBA
(EXMBA)**

**Term-End Examination
June, 2011**

MCT-058 : HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

Note : Answer any five questions.

All questions carry equal marks.

1. Explain with examples how major challenges on the business scenario are responsible for forcing changes in HRM function. **20**

2. What are the objectives of performance appraisal and how can an appraiser guard himself/herself against the common pitfalls ? **20**

3. (a) What precautions would you take while organizing recruitment interviews ? **10**
(b) What do you understand by career planning in organization and in that frame-work what are the responsibilities of the employee and the employer ? **10**

4. What are the HR management implications of cross - cultural issues in global business ? Elaborate by giving example of any one HR process in a cross cultural scenario. 20
5. (a) Elaborate the five basic differences in International HRM and Domestic HRM as given by Acuff. 10
- (b) Explain Philip's potential based appraisal model and express your views about its implementation. 10
6. Define Industrial Dispute. Discuss the main features of Industrial Dispute Act, 1947. 20
7. State main features and evaluate Industrial Relations in India in the framework of John Dunlop's systems approach. 20
8. Write short notes on *any four* of the following : 20
- (a) Importance and stages of HR planning
- (b) Internal - External sources of recruitment
- (c) New trends in Training and Development
- (d) Direct - Indirect remuneration of pay structure
- (e) Assessment Center Techniques.
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