

Exam Code: 1158
Sub. Code: 45589

2125

P.G. Diploma in Personnel Management and Labour Welfare
First Semester
DPM-304: Human Resource Management

Time allowed: 3 Hours

Max. Marks: 70

NOTE: Attempt five questions in all, selecting one question from each Unit. All questions carry 14 marks.

x-x-x

UNIT - I

- I. Outline the recruitment process, highlighting each major stage. What techniques and channels can organizations use to attract and select the most suitable candidates?
- II. How can HR professionals contribute strategically to an organization's goals? Provide examples of initiatives they can lead.

UNIT - II

- III. Differentiate between job enlargement and job enrichment. How do these job design approaches influence employee motivation, engagement, and satisfaction?
- IV. Examine the importance of training policies in aligning workforce development with the broader goals of the organization. How can organizations evaluate the impact and success of their training efforts?

UNIT - III

- V. Propose effective measures to enhance the Quality of Work Life (QWL). What practical steps can management take to improve employee morale, well-being, and productivity?
- VI. Discuss the benefits of M.B.O. for both employees and management. What are some limitations of this approach in practice?

P.T.O.

(2)

UNIT - IV

- VII. Evaluate how financial rewards and incentives influence an organization's ability to attract and retain skilled employees. What are the limitations and risks of over-relying on monetary benefits?
- VIII. Define grievance handling and its importance in maintaining industrial harmony. What are the common causes of grievances in the workplace?

UNIT - V

- IX. Discuss the distinct HRM challenges faced by public sector enterprises in India. How do these differ from those encountered in private sector organizations?
- X. Identify the key obstacles in applying Human Resource Accounting (HRA) within organizations. How can these challenges be addressed to more accurately measure investment in human capital?

x-x-x