

2056

B. Voc. (Retail Management) Sixth Semester
RSC-605: Human Resource Management - II

Time allowed: 3 Hours

Max. Marks: 80

NOTE: Attempt five questions in all, including Question No. I which is compulsory and selecting one question from each Unit. All questions carry 16 marks.

x-x-x

I. Attempt any four the following:-

- a) Define Human Resource Management and briefly explain any four features of HRM.
- b) Define Placement and Induction. State any four differences.
- c) Define Training and Development. State any four differences between them.
- d) State any five objectives of HRP.
- e) List any five sources/methods of Recruitment (internal/external).
- f) Define Separation. List any four types (voluntary: resignation, retirement; involuntary: dismissal, layoff).

UNIT - I

II. Discuss in detail the contemporary challenges of HRM in the 21st century such as globalization, technological change, workforce diversity, talent shortage, and legal-ethical issues. Suggest measures to overcome these challenges.

III. Explain various techniques of manpower demand and supply forecasting used in HRP (trend analysis, work-study, Delphi technique, Markov analysis, etc.).

UNIT - II

IV. "Job Design follows Job Analysis." Explain this relationship. Discuss modern techniques of Job Design for improving productivity and satisfaction.

V. "Recruitment is a positive process while Selection is negative." Comment. Explain challenges in Recruitment & Selection and suggest solutions.

UNIT - III

VI. Describe various types of training methods: On-the-Job (job rotation, coaching, etc.) and Off-the-Job (lectures, case studies, etc.). Evaluate their merits and limitations.

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- VII. Compare traditional methods (graphic rating, forced choice) with modern methods (BARS, Assessment Centres, 360-degree) of Performance Appraisal.

UNIT - IV

- VIII. “Promotion is a sensitive issue involving conflicting interests.” Discuss. Explain promotion policy, methods, and problems with examples.
- IX. Discuss the process of Compensation Management. Explain job evaluation methods and wage structure design with examples.

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