

SVKM's NMIMS
School of Distance Learning

Programme: DBM/PGDBM
Academic Year: 2012-13
Subject: Essentials of HRM
Date: 10.1.2013

Semester II
Course: New
Marks: 70
Time: 11:00 a.m to 2:00 p.m

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB:

1. Answer to each new question to be started on a fresh page.
2. Figure in brackets indicates full marks.

1. Attempt any 2 out of 4 (short notes)

Marks: 10

- a) Performance Coaching
- b) Career Anchors
- c) Diversity Training
- d) Job Design

2. Write short notes on any 2 out of 5

Marks: 10

- a) Fringe Benefit tax
- b) Forms of Recognition
- c) Leaderless Group Discussion
- d) Assessment Center
- e) Human Resource Outsourcing

3. Attempt any 3 out of 5

Marks: 30

- a) Explain the techniques of employee demand forecasting.
- b) What is competency mapping and how it is useful for an organization?
- c) Describe the past and future oriented methods of performance appraisal.
- d) Explain the importance of team training and cross-cultural training in modern organizations.
- e) What do you understand by the term Human Resource Audit? Describe the HR Audit process.

4. Answer the following questions:

Marks: 20

- a) How and why should an individual plan his career? What factors will be taken into consideration in individual career planning?
- b) Explain the process of Job Analysis with the help of an example.

X

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