

**SVKM's NMIMS**  
**School of Distance Learning**

Programme: DBM/PGDBM

Academic Year: 2011-2012

Subject: Essentials of HRM

Date: 4.1.2012

Semester II

Course New

Marks: 70

Time: 11.00 a.m to 2.00 p.m

Time : 3 hrs

Q.1 Attempt any 2 out of the 4.

Marks : 10

- a) Explain advantages and disadvantages of personality test
- b) Explain Fringe benefit tax in brief
- c) What are the objectives of HRM?
- d) What are the levels of HRP

Q.2 Write short notes on any 2 out of 5

Marks : 10

- a) Outsourcing
- b) Behavioural Event Interview
- c) Potential Appraisal
- d) Job Evaluation Techniques
- e) Cross Cultural Training

Q. 3 Attempt any 3 out of 5

Marks : 30

- a) What is selection? Discuss different methods used for selection process
- b) What is Assessment Centre? What are the different measurement tools used in an assessment centre?
- c) What are the components of compensation system?
- d) Explain HRD / Organizational Alignment Model.
- e) Why to conduct an HR Audit? Explain an HR Audit process in detail.

Q. 4 Answer in Detail :

Marks : 20

Develop Job Description for the following positions

- a) GM Finance (7)
- b) Manager HR (7)
- c) Supervisor (6)