

SVKM's NMIMS
School of Distance Learning

Programme: DBM/PGDBM
Academic Year: 2012-13
Subject: Essential of HRM
Date: 15.7.2012

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 (Discuss) Marks: 10

- a) Job Design
- b) Factors affecting recruitment
- c) Psychometric Tests
- d) Human Resource Outsourcing

2. Write short notes on any 2 out of 5 Marks: 10

- a) Rating Biases
- b) Management by Objectives
- c) Succession Planning
- d) Concept of Human Resource development
- e) Training needs Assessment

3. Attempt any 3 out of 5 Marks: 30

- a) What do you mean by career planning? What are the benefits of career planning to employees and to organization?
- b) What is Potential appraisal? Explain the various techniques of potential appraisal.
- c) What are the various challenges HRM is facing?
- d) What are the various sources of recruitment?
- e) Discuss briefly various on-the-job and off-the-job training and development methods

4. Answer the following questions: Marks: 20

- a) Briefly describe the various components of compensation system.
- b) Explain succession planning and cite a company that has followed this process.

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