

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme: DBM/PGDBM

Academic year: 2014 – 2015

Subject: Essential of HRM

Date: 22.06.2014

Semester: II

Course : New

Marks : 70

Time: 11.00 a.m. to 2.00 p.m.

Instructions:

Answer to each new question to be started on a fresh page.
Figures in brackets indicate full marks

Q1) Attempt any 2 out of 4 **Marks : 2x5 = 10**

- a) Human Resource Planning
- b) Induction
- c) Difference between an Assessment Centre and Development Centre
- d) In-basket exercise

Q2) Write short notes on : (any 2 out of 5) **Marks : 2x5 = 10**

- a) Workplace diversity challenges
- b) Job Design
- c) Advantages and disadvantages of personality tests
- d) Outsourcing
- e) Goals of Performance Appraisals

Q3) Attempt any 3 out of 5 **Marks : 3x10 = 30**

- a) Describe Qualitative Methods of HR Demand Forecasting
- b) Explain internal and external sources of recruitment.
- c) Elaborate on the challenges in Performance Appraisals
- d) Explain Kinlaw's Approach of Performance Coaching
- e) What are the steps in career planning process ?

Q4) Attempt both the questions **Marks : 2x10 = 20**

- a) Describe the methods of gathering information for Job Analysis.
- b) Explain Human Resources Information System (HRIS) and its purpose.
