

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

Programme: DBM/PGDBM

Examination: December 2015

Subject: Essential of HRM

Date: 19.12.2015

Semester: II

Course : New

Marks : 70

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

**Instructions:**

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

**Q.1) Attempt any 2 out of 4**

**(Marks: 2X5=10)**

- a) Sources of recruitment
- b) Measurement tools of Assessment Centre
- c) Benefits of HRIS
- d) Strategies of Performance Coaching

**Q.2) Write Short Notes on any 2 out of 5**

**(Marks: 2X5=10)**

- a) Job Specification
- b) Outsourcing
- c) HRD Alignment Model
- d) Career planning
- e) Human Resource Accounting

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) Explain the evolution of HRM.
- b) Define 'Job Analysis'. Explain the process of job analysis
- c) Explain in brief about the techniques of performance appraisal
- d) What is career planning? Explain the steps of career planning process
- e) Who are trainees? Who are trainers? Explain the training methods for management development

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Explain about the various components of compensation system
- b) Elaborately explain the employee selection process

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