

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

Programme: DBM/PGDBM

Examination: June 2016
Subject: Essential of HRM

Semester: II
Course : New
Marks : 70
Time: 11.00 a.m. to 2.00 p.m.

Date: 18.06.2016

Instructions:

Answer to each new question to be started on a fresh page.

Figures in bracket indicate full marks.

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- Q.1) Attempt any 2 out of 4** (Marks: 2X5=10)
- a) Workplace Diversity
 - b) Job Description
 - c) Levels of HRP
 - d) Factors effecting Recruitment
- Q.2) Write Short Notes on any 2 out of 5** (Marks: 2X5=10)
- a) What are the future trends in competency modeling?
 - b) What the managers can do to improve their ability to conduct effective performance appraisals?
 - c) Write a short note on Human Resource Audit.
 - d) Explain On-the-job Training.
 - e) Write a short note on Cross-cultural Training.
- Q.3) Attempt any 3 out of 5** (Marks: 3X10=30)
- a) What are the important steps in a typical training process?
 - b) What are the mandatory conditions required for effective coaching?
 - c) Explain different training methods for Management Development.
 - d) What are the different Job Evaluation Technique?
 - e) What are the different Reward System Followed by Organisations?
- Q.4) Attempt both the questions** (Marks: 2X10=20)
- a) Design a Specimen of Job Specification for a compensation Manager of a Telecom company.
 - b) Explain various HRD Systems and Subsystems.