

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

Programme: PGDRM

Examination: June 2016
Subject: Essential of HRM

Date: 18.06.2016

Semester: IV
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 bracket indicate full marks.

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.