

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

Programme: PGDRM

Examination: December 2016
Subject: Essential of HRM

Semester: IV
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.

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- Q.1) Attempt any 2 out of 4** **(Marks: 2X5=10)**
- a) Enlist common external factors that affect recruitment.
 - b) Explain Management by Objectives.
 - c) What is the purpose of potential appraisal?
 - d) What is the role of HR audit in business improvement?
- Q.2) Write Short Notes on any 2 out of 5** **(Marks: 2X5=10)**
- a) Scope of HRM.
 - b) Job Design.
 - c) Objectives of HR Planning.
 - d) Outsourcing.
 - e) Career system as subsystem of HRD.
- Q.3) Attempt any 3 out of 5** **(Marks: 3X10=30)**
- a) Why effective and efficient HR Management is a challenge for HR Professionals?
 - b) Create a statement of Job Description for the position of Assistant Manager – Sales, for a Pharmaceutical Company.
 - c) Explain assessment centers. How are they different from development centers?
 - d) Who are the main stakeholders of training and development program?
 - e) What you mean by external and internal equity for compensation? Why is it required?
- Q.4) Attempt both the questions** **(Marks: 2X10=20)**
- a) What are the various functions of HRD?
 - b) Discuss the role of HRD professional in coaching. What are the conditions required for effective coaching?
