

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

Programme: DBM/PGDBM

Examination: December 2016

Subject: Essential of HRM

Date: 20.12.2016

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) 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?
