

R22

Code No: 782AA

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA II Semester Examinations, February/March - 2024

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max.Marks:60

Note: This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. From each unit, there are two questions and the student should answer one of them. Hence, the student should answer five questions from **Part-B**.

PART- A

(10 Marks)

- 1.a) Define the term Line manager. [1]
- b) Recall the HR Analytics. [1]
- c) List out the four methods of collecting Job analysis information. [1]
- d) Define the term Job Satisfaction. [1]
- e) Name the four “Off the Job” training process. [1]
- f) Recall the four-management development process. [1]
- g) Define five Employee welfare facilities. [1]
- h) Summarize the four features of Workmen’s compensation Act. [1]
- i) Recall the term Employee separation. [1]
- j) Define Labor movement in short. [1]

PART-B

(50 Marks)

- 2.a) Identify Globalization and competition trends in HR.
 - b) Define HR Score card with relevant example and brief on high performance work system. [5+5]
- OR**
- 3.a) Explain economic challenges in HR and describe the terms HIRS and e-HRM.
 - b) Analyze the workforce and technological trends. [5+5]
4. Illustrate the Job analysis process and distinguish between the Job description and specification with diagram. [10]
- OR**
- 5.a) Evaluate employee selection process. List out the types of errors in interviews.
 - b) Explain the approaches of diverse work-force recruitment. [5+5]
- 6.a) Elaborate the different methods of analyzing training need and designing.
 - b) Examine the different modern performance appraisal methods in detail. [5+5]
- OR**
- 7.a) Discover the performance and career management.
 - b) Elaborate the different techniques of performance management in detail. [5+5]

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8.a) Elaborate performance-based pay benefits and explain Insurance and retirement benefits in detail.

b) Illustrate the tools for pricing the managerial jobs. [5+5]

9. Identify Job evaluation methods and explain the Minimum wages Act in detail. [10]

10. Conclude the concept of work place health hazard problem and explain the remedies of work life integration in detail. [10]

OR

11. Identify the Prevention of Sexual Harassment (PoSH) and elaborate collective bargaining process in detail. [10]

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