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Total Number of Pages : 02

IMBA
16IMN504

**5th Semester Regular / Back Examination 2021-22
HUMAN RESOURCE MANAGEMENT - I**

BRANCH: IMBA

Time : 3 Hours

Max Marks : 100

Q.CODE : OF459

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Short Answer Type Questions (Answer All-10) (2 x 10)

- Define job description.
- What is manpower forecasting?
- What do you mean by transfer?
- Why is succession planning so important?
- What is meant by voluntary separation?
- What is outplacement?
- Define development. Is it same with training?
- How kaizen is used in performance development of employees?
- What is value chain analysis?
- What do you mean by HR information system?

Part-II

Q2 Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Write a Short note on BARS and its application in performance management.
- What are different bases of promotion and their respective advantages?
- Discuss the pitfalls in traditional performance appraisal methods.
- What is orientation? Why it is an important process in staffing?
- Describe the importance and objectives of job design?
- Distinguish between on the job training and off the job training?
- How transactional analysis play an important role in interpersonal behavior of employees?
- Explain different biases and problems need to be considered while appraising performance?
- Discuss the stages of evolution of HR management.
- Discuss the purpose of in-basket training with example.
- What is apprenticeship training? What are the main objectives?
- What do you mean by quality circle? State the functions of QC in an organisation.