

17/12/2015



DOON UNIVERSITY, DEHRADUN

Final Examination, 2015

School of Management

IMBA III SEMESTER

Course: IMBA 302- FOUNDATION OF HUMAN RESOURCE MANAGEMENT

Time Allowed: 3 Hours

Maximum Marks: 50

Note: Attempt All Questions from Sections A, B, and C.

SECTION A

(10 marks)

Q1. What are the objectives, importance and scope of Human Resource Management? Explain the functions of HRM in a business organization.

OR

What is the structure of HRM? Why is HR important for effective business management in India?

SECTION B

(2\*5= 10marks)

Q2. Write short notes on any 5

a- HRM philosophy

b- HR Planning process

c- Manpower audit

d- Job analysis

e- Job description

f- Job specification

g- Job evaluation

h- Emerging issues in HRM

i- Pink slip

j- Factors affecting recruitment

**SECTION C**

**(3x10=30 marks)**

**Q3. Define recruitment. What is the importance of recruitment in an organization? Explain the sources of recruitment. Explain selection process and techniques that can be adopted for recruitment in an organization?**

**OR**

**What is training and development? Give their objectives. Elaborate the process which can be adopted for identification of training needs.**

**Q4. Explain the principles of learning. What are the different training and development methods that can be adopted in a business organization? Give details.**

**OR**

**Performance appraisal is an important component of HRM- Comment. Also explain the different performance appraisal methods which can be adopted.**

**Q5.a-What is internal mobility and explain the need & methods of internal mobility.**

**b-Write a note on wage legislation in India.**

**OR**

**a-What is employee welfare? Explain the different forms of employee welfare in an organization.**

**b-Workers participation in management is an important management tool- Comment**