

SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY: PUTTUR

Department of MBA- II Semester

SUB: HUMAN RESOURCE MANAGEMENT(16MB706)

Important Questions

UNIT - I

1. Define Human Resource Management. Describe the major components of HRM.
2. Explain the importance of HRM in present day context.
3. Define 'Human Resource Management' and trace its evolution. Elaborate critically the challenges associated with HRM in India.
4. Explain the objectives and supporting functions of HRM with suitable examples.
5. Throw a light on future of the Human Resource Management function in India.
6. Examine the concept of Human Resource Management. Also discuss its features.
7. What are the principles of Human Resource Management?
8. What are the policies of Human Resource Management? Explain the benefits of those to the Organisation.
9. What are the strategies of Human Resource Management?
10. How Human Resource Management is different from Personnel Management?

UNIT II

1. Explain various steps in the HRP process.
2. What do you understand by HRP? Explain its objectives.
3. What are the factors influence the Human Resource Planning?
4. Explain the following terms:
a) Job Design b) Job Enlargement c) Job Rotation d) Job Enrichment
5. Explain the recruitment process.
6. What is selection? What is the importance of it?
7. Explain the following terms:
a) Placement b) Induction c) Transfer & Promotion d) Separation
8. What are the different components of Job Analysis?
9. Discuss the process involved in Selection. How does it differ from recruitment? Briefly explain the methods of Selection.
10. Discuss the methods and techniques of Recruitment.

UNIT III

1. What do you mean by compensation? What are the basic objectives of Compensation Management?
2. Discuss the steps involved in compensation management process?
3. What are the factors influencing Compensation Management?
4. What are the different forms of employee compensation for Executives?
5. What are the different forms of employee compensation for Non-executives?
6. What are the components of Compensation Management?
7. What are the non-monetary forms of compensation?
8. How will employee compensation be determined?
9. Distinguish between Wage and Salary.
10. What are the external factors influencing Compensation Management?

UNIT IV

1. Explain the concept of performance appraisal and its objectives.
2. Briefly discuss the methods of performance appraisal.
3. What is career planning? Discuss its needs, purpose and objectives in today's rapidly changing environment. Justify your opinion with suitable examples.
4. Elucidate the process of performance appraisal.
5. What is employee training? Explain the important techniques of training.
6. Explain different methods of training employees.
7. Distinguish between Training and Development.
8. Explain the objectives and steps in the process of Management Development.
9. What are the life and career stages? How do organizations plan for the career of employees based on the career stages?
10. Briefly discuss the framework for the HRD process.

UNIT V

1. Discuss the causes and effects of grievance. Outline the features of a grievance procedure and the steps involved in it.
2. Describe the practices adopted to improve quality of work life.
3. Explain the concept of Productivity in context of HRM.
4. What are the essentials of work life?
5. What is Industrial Relations? Explain its objectives.
6. Explain about Kaizen.
7. What do you mean by quality circle? Explain its objectives.
8. What is Total Quality Management?
9. What is Outsourcing? When do companies outsource employees?
10. What is Quality of Work life?