

BA5204 HUMAN RESOURCE MANAGEMENT

IMPORTANT QUESTIONS AND QUESTION BANK

UNIT-I PERSPECTIVES IN HUMAN RESOURCE MANAGEMENT

2-Marks

1. What are Human resources?
2. What is human resources management?
3. Define Human resources policy.
4. Define HR Audit.
5. Define HR Accounting.
6. What is affirmative action?
7. Explain major 8 stumbling blocks in HRM.
8. Define the conscience role.
9. What is inclusive growth?
10. Define HR development.
11. What is replacement method?
12. What are the computer applications of human resources management?
13. Define human resources Accounting.
14. Indicate strategic impact of human resources management?
15. What are the capitalisation of salary method?

13-Marks

1. Explain the functions of HRM?
2. Explain in detail about the role of HR managers?
3. Explain the formulation of HR policy?
4. Explain the computer application in HRM?
5. Describe the challenges of HRM?
6. Discuss the scope of HRM?
7. Explain Qualification and Qualities of HRM?
8. Evolution and development of HRM?
9. Benefits of an inclusive organisation.
10. Explain the areas of HR audit.
11. Explain the methods of HR accounting.
12. Explain the major types of HRM activities?
13. What is HR information system? Indicate acquiring and implementing HR systems?
14. Explain the various steps involved in human resources auditing?
15. Discuss in detail: evolution and recent development of HRM in India and its impact.

UNIT-II THE CONCEPT OF BEST FIT EMPLOYEE

2-Marks

1. What is Recruitment?
2. What is HRP?
3. Differentiate selection from recruitment?
4. What are the benefits of strategic HR planning?
5. How do you identify the training needs of a supervisor?
6. What is head hunting?
7. What is body shopping?
8. Definition of outsourcing?
9. What is scouting?
10. What is selection?
11. Definition of in basket?
12. Definition of induction?
13. Define Socialisation?
14. Define HR planning?
15. Objectives of induction?

13-Marks

1. Explain the importance of Recruitment?
2. Explain the sources of Recruitment?
3. Explain the Recruitment Techniques?
4. Explain the selection procedure (or) process of selection?
5. Explain the Recruitment process?
6. Explain preliminary interview (or) types of interviews.
7. Explain the process of HRP?
8. Describe the phase of socialisation?
9. Explain the objectivities of introduction?
10. Detail and explain the benefits of induction program.
11. How to make induction program effectively?
12. Describe data behind the learning curve approach to HR demand forecasting.
13. How does internal recruiting for a non- example to position typically differ from internal recruiting for example position?
14. Explain internal and external sources of recruitment?
15. Explain the selection procedure of an organisation?

UNIT-III TRAINING AND EXECUTIVE DEVELOPMENT

2-Marks

1. Definition of training?
2. What is vestibule training?
3. Define knowledge management.
4. What criteria would you used to evaluate a training programme?
5. What are the on-job training?
6. What are the off-job training?
7. What is management games?
8. What is in-basket method?
9. What is sensitivity training?
10. What is Transactional Analysis?
11. What is the pre-training work?
12. What is evaluation of training inputs?
13. What is the reaction evaluation?
14. What id psychological fidelity?
15. What is learning curve?

13-Marks

1. Explain the Methods of training and types?
2. Detail about purpose of training?
3. Explain training procedure.
4. Explain benefits of training.
5. Executive development programs (or) management development program?
6. Explain the resistance to training?
7. Determining the need for training?
8. Factors should be considered while selecting training & development methods?
9. Explain the principles of learning?
10. Evaluation of training development?
11. Explain the objectives of executive development?
12. Explain the characteristics of managers.
13. Explain the salient features on the advantages and the disadvantage of on-the-job training?
14. Describe the principles of transactional analysis. What are the types of transactions that take place between supervisor and sub-ordinate?
15. Suggest and discuss few applications of knowledge management?

UNIT-IV SUSTAINING EMPLOYEE INTEREST

2-Marks

1. What are the different types of rewards?
2. How can mentor-protege relationship enhance individual growth?
3. Indicate MC Gregor's theory of X and theory of y?
4. What is relationship between motivation and productivity?
5. What is developing mentor-protégé relationships?
6. What are the developing higher skills?
7. Definition of Filippo.
8. What are the Establishment stage?
9. What are plateaued employees?
10. What is motivation?
11. What are the rewards?
12. What is intrinsic reward?
13. What is cafeteria compensation?
14. What is minimum wage?
15. Need based minimum wage?

13-Marks

1. Requirements for effective mentor-protégé-relationships?
2. Stages of career development?
3. Explain the objectives of career management?
4. Explain the motivation theories?
5. Explain types of rewards?
6. Detail about the features of rewards?
7. Guidelines for effective incentive plan or reward plan?
8. Explain the process of theories?
9. Explain the compensation?
10. Explain and detail about principles of wage & salary administration?
11. Explain the theory of wages?
12. Wage incentive plan: blue collar workers?
13. Explain long term wage intensive plan?
14. Differentiate between human relation and human resources models of management which model do you prefer to manage professional in an organisation and why?
15. What is career management and explain the steps in the career planning process?

UNIT-V PERFORMANCE EVALUATION AND CONTROL PROCESS 1

2-Marks

1. Definition of promotion.
2. What are the types of promotion?
3. Define transfer.
4. Define demotion.
5. What are the reasons of demotion?
6. What is separation?
7. What is Accession?
8. What is Grievance?
9. What is the dissatisfaction?
10. Definition of performance appraisal.
11. Need performance appraisal.
12. What should be rated?
13. What is straight ranking method?
14. What is Grading method?
15. Why employees need feedback about their performance?

13- Marks

1. Explain in detail about purpose of promotion?
2. Explain types of transfer?
3. What is the Reason for demotion in detail?
4. Redressal methods or 5 steps grievance procedure for solving grievance?
5. Explain the Importance of performance appraisal?
6. Explain the factors determining appraisal (or) problems of appraisal?
7. What is the control process (or) steps in controlling?
8. Explain the importance of control?
9. Explain the traditional methods?
10. Explain the resistance to change?
11. Explain and detail the method of control.
12. Explain the method of performance appraisal?
13. What are the various types of transfer and separation?
14. What are the elements of an effective grievance redressal system and why is in necessary?
15. Explain in detail about Performance management system and its benefits.