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Question Paper Code: CMB006



**INSTITUTE OF AERONAUTICAL ENGINEERING**  
(Autonomous)

MBA II Semester End Examinations (Supplementary) - January, 2018

Regulation: IARE-R16

**HUMAN RESOURCE MANAGEMENT**  
(Master of Business Administration)

Time: 3 Hours

Max Marks: 70

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Answer ONE Question from each Unit  
All Questions Carry Equal Marks  
All parts of the question must be answered in one place only

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**UNIT – I**

1. (a) What are the typical functions of a human resource manager? [7M]
- (b) Define job rotation and list out its advantages and disadvantages. [7M]
2. (a) What is job design and enumerate the benefits of job design in HRM. [7M]
- (b) Define is job rotation and write about some facts of job rotation and briefly explain why is it done? [7M]

**UNIT – II**

3. (a) Define recruitment and write a comprehensive account of selection process. [7M]
- (b) What are the principal interviewer biases that recruiters should be aware of? [7M]
4. (a) What does a realistic job preview provide? Summarize its advantages for the employer. [7M]
- (b) Explain about common selection errors that recruiters need to avoid. [7M]

**UNIT – III**

5. (a) Define training and development and briefly write about training, education and development. [7M]
- (b) What is training process? Write about management of training function. [7M]
6. (a) What areas should address a comprehensive training strategy? [7M]
- (b) Justify the statement: “A thorough and accurate assessment of needs must precede the design of a training intervention so that it can assist managers in improving the areas that need it most”. [7M]

#### UNIT – IV

7. (a) What are the general and specific goals of performance appraisals? [7M]  
(b) What are the modern or future oriented performance appraisal methods? Write about assessment centers and their advantages. [7M]
8. (a) What is the need of career planning and mention objectives of career planning. [7M]  
(b) What is career planning and list out its characteristics? [7M]

#### UNIT – V

9. (a) Discuss briefly how the following aspects improve the quality of work life [7M]  
i. Recognition of work life issues.  
ii. Commitment to improvement.
- (b) What is a conflict? Why does it arise and how is it resolved? [7M]
10. (a) Write notes on  
i. Settlement of industrial disputes  
ii. Minimum wages
- (b) Write elaborately on causes of grievances. [7M]

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