

**Semester- III**

**Course- B.Com(H)**

**Subject- Human Resource Management**

**All Hons, General Elective**

**QUESTION BANK**

- 1) “HRM involves all the management decision and Practices that directly affect the people who work for the organization.” Explain
- 2) “The Human Resource Manager performs managerial as well as operative functions”. In light of statement, explain the roles, function and challenges faced by HR manager or HR manager is no longer hirer and firer of people. Comment
- 3) As a result of globalization and liberalization, HRM functions have acquired strategic importance in modern organization. Comment
- 4) Why are policies needed in HRM? How are these policies formulated?
- 5) What is Human Resource Planning? Briefly explain steps in Human Resource Planning.
- 6) Explain the concept of Job analysis and discuss its application in various areas of HRM.
- 7) Explain steps involved in selection process in detail
- 8) Explain internal and external sources of recruitment.
- 9) Distinguish between Recruitment and selection.
- 10) Explain various on the job and off the job training methods. On what basis is effectiveness of training evaluated.
- 11) Describe the concept of employee counseling. What is the need and importance of employee counseling.
- 12) Differentiate between types of employee counseling.
- 13) Write a short note on :
  - Induction
  - Socialization
  - Placement
- 14) Explain traditional methods of Performance appraisal
- 15) Critically examine following methods of performance appraisal.
  - MBO
  - BARS
  - 360 degree appraisal
- 16) What are fringe benefits? Describe the various fringe benefits given to employees in India
- 17) Explain performance based compensation.
- 18) Write a short note on:
  - Work life balance
  - E HRM
  - Green HRM

- Downsizing
- HR audit
- Outsourcing HRM
- Environment workforce diversity

19) Explain the concept and importance of Social Security in India

20) Write a short note :

- Base compensation and supplementary Compensation.
- Grievance Handling Procedure
- Employee health and Safety

21) Differentiate between Privacy and surveillance.

22) Explain the concept of International and Global HR practice.

23) What are the challenges faced by international HR Manager.

24) Briefly explain the significance of Training to both employer and employee. Why is on the job training preferred over off the job training?