

Human resource management solved questions



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Short Description

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Description

1. 1) Write a comprehension on the emerging dimensions of HRM.
2) Discuss the challenges associated in the HRM in present business scenario.
3) Describe the guidelines for better HRM.
2. 2) 1. What is “Human Resource Management”?
2. What functions does a human resource department normally perform?
3. Explain the new roles of HR managers.
3. 3) 1) Trace the evolution of HRM.
2) Discuss the importance and scope of HRM.
3) Explain different perspectives on HRM.
4) Describe the components of HRM.
4. 4) 1) What is the relevance of job analysis in the modern times?
2) Discuss the methods used job analysis.
3) Discuss the salient features of job analysis
4) How relevant is the understanding of job design for developing organizational effectiveness.
5. 5) 1) Explain the objectives of HRP.
2) Describe the process of HRP with illustrations.
3) Discuss the problems in HRP and state measures to overcome them.
4) Briefly review the forecasting techniques.
6. 6) 1) What do you understand by recruitment? Explain the process of recruitment.
2) Discuss critically the various sources of recruitments.

- 3) Explain the various types of tests used in selection process.
- 4) What are the objectives of interview? Describe the process of interview.
- 5) Explain the 'outsourcing' function in an organization with suitable examples.
7. 7)1) What does one gain by perceiving organizations as social systems?
- 2) Discuss how motivation patterns, role, and status have influenced your interactions with others today. What is your primary motivation pattern?
- 3) Discuss the statement: A manager cannot satisfy a worker only as an "employee" because each worker has many work roles.
- 4) From your experience cite examples of poor status congruence.
- 5) Compare the ideas of system equilibrium and employee adjustment.
- 6) Define distributive justice and its relation to lay off.
8. 8)1) Discuss the concept of "Competency Mapping".
- 2) Describe the roles that are necessary in group discussion citing suitable examples.
- 3) Write short notes on:
 - a) Assessment Centre
 - b) Psychometric Tests
 - c) Interview Techniques
9. 9)1) Explain the Performance Appraisal System. Either suggest improvements to an existing appraisal system in your organisation or design an appraisal system which would meet the objectives outlines in this chapter.
- 2) Describe the 360 degree appraisal with the help of examples.
- 3) Write short notes of:
 - a) Management by objectives
 - b) Behaviourly Anchored Rating Scale
 - c) Performance Counselling
10. 10)1) Explain the concept of 'potential appraisal' with illustrations.
- 2) What is career planning? Discuss its needs, purpose and objectives.
- 3) Is assessment centre same with development centre? If not, what are the differences?
- 4) Write a comprehensive note on succession planning citing suitable examples
11. 11)1) Write a comprehensive note on HR Audit. Process with the help of illustrations.
- 2) Define 'Benchmarking'. What are the types of benchmarking process?
- 3) Discuss the concept of HR Information System and its applicability.
- 4) Write short notes on:
 - a) HR Research
 - b) HR Audit Reports
 - c) Exit Interview
12. 12)1) Describe the concept of HRD and its need in present industrial scenario.

- 2) Write short notes on:
 - a) Communication
 - b) Developing equity
 - c) Coping with collective power
- 3) Discuss how organisational culture can be developed.
- 4) What are the principles in designing a HRD system?
- 5) Write an overview of the changing boundaries of HRD
13. 13)1) Define performance coaching and write its objectives.
 - 2) Describe the process of performance coaching.
 - 3) Discuss the phases of performance coaching with suitable examples.
 - 4) Write a note on the process of mentoring, citing examples
14. 14)1) Define “role” and distinguish role from position, citing examples.
 - 2) Write a comprehensive note on “role efficacy” and enumerate its different aspects.
 - 3) Discuss different approaches to team development with illustrations.
15. 15)1) List out the various deductions under the Payment of Wages Act, 1936.
 - 2) What is the procedure the government has to follow in fixing and revising minimum wages under the Minimum Wages Act, 1948?
 - 3) The Payment of Bonus Act has no relevance in the present economic situation of the industry. Discuss.
 - 4) What are the obligations of an employer under the Equal Remuneration Act, 1976?
 - 5) What are the statutory social security benefits available to workmen/employees in India?
16. 16)1) What are the basic principles of compensation administration?
 - 2) What are the characteristic features of executive compensation?
 - 3) What type of compensation system normally motivate the executives?
 - 4) Analyse the future trend of employee compensation in India.
 - 5) Briefly explain the major components of industrial wage structure of India.
 - 6) Compare and contrast individual, group, and organisation-wide performance bonus systems. How are they alike? and/or Different?
17. 17)1) “An organisation cannot attract and retain competent employees today without a good benefit package.” Do you agree or disagree with this statement? Why?
 - 2) In future, the compensation policies, programmes, and practices of an organisation will revolve around newer reward systems and benefits. Discuss.
 - 3) When an organisation is designing its overall compensation programme, one of the critical areas of concern is the benefits package. Explain.
18. 18)1) What is the role of I.D. Act, 1947 in statutory mechanisms in industrial relations?
 - 2) Write short notes on:

- a) Litigation
 - b) Mediation
 - 3) What are the voluntary machineries available for settling industrial disputes?
 - 4) Write a brief note on Lok adalats and its functions.
19. 19)1) Narrate the growth of trade unions in India.
- 2) Write a note on the theories of trade unionism.
 - 3) Describe the classification of trade unions citing examples.
 - 4) Discuss the measures required to strengthen trade union movement in India.
 - 5) Write down the differences between blue-collar and white-collar workers.
 - 6) Discuss the growth of employers' associations.
 - 7) Why managerial association is required? Discuss.
 - 8) What are the EOs exist in India? Write down their objectives and functions.
 - 9) Describe the management and organisation of EOs in India.
20. 20)1) What is the rationale for industrial democracy?
- 2) Review the schemes of industrial democracy.
 - 3) Discuss the function of quality circle to achieve democracy at workplace, citing suitable examples.
 - 4) What are the levels and forms of workers' participation in management?
 - 5) Compare the forms of workers' participation in management in Germany and Yugoslavia.
21. 21)1) Discuss the causes and effects of grievances.
- 2) Briefly outline the features of a grievance procedure and the steps involved in it.
 - 3) Why should organisations have a formal grievance procedure?
 - 4) Explain the meaning and concept of discipline with examples.
 - 5) Describe briefly the stages of disciplinary action procedure.+

Details

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