

DDCE, Utkal University

Model questions for 1st semester 2009 batch

HRM

LONG QUESTION

UNIT-I

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1. Concept of human resource management more relies on human beings and related factors, explain.
2. Organization can achieve through its human resource, therefore HR objectives need to match with the organizational objectives, analysis.
3. HR is the number one resource in an organization, justify with importance on HR management.
4. Describe the emergence of HR management with reference to organizational importance of it.
5. With the changing time the role of HR managers change with some new challenges, explain.
6. Write the role and functions of HR managers.
7. Highlight on the features and scope of HRM.
8. Each line manager performs certain HR functions, therefore HR depends on them, explain.
9. Highlight on the personnel management polices of an organization.
10. Human Resource Management is not same as personnel management, explain.
11. A personnel manager undertakes all those functions concerned with human element, analyses.
12. Highlight on the HRM practices in India.
13. Human Resource Management grows slowly in India explain highlighting the factors responsible for such.
14. Write the evolution of human resource management.
15. Analyses the impact of globalization on human resource management.
16. Change and challenges in business environment directly influence the growth of human resource management in India.
17. Human resource management depends on acceptance of line functionaries, explain.
18. From commodity concept to Development concept HR management has moved a long way, explain.
19. Importance on human resource management helps in achieving organization objectives, analyse.
20. As an HR manager of a software company, develop the recruitment and selection.

UNIT -II

21. What is HR planning? Why it is needed in an organization?
22. Write the common method of HR planning.
23. HR planning needs to be strategic, explain.

24. Market economy influence the HR plan, give an analytical picture highlighting on the concerned factors.
25. Organization needs to attract the best Human Resource for which it should develop the policy, describe.
26. What do you mean by recruitment? Highlight an a good recruitment policy of an organization?
27. Sources need to be carefully identified for attracting people (HR) towards the organization, explain.
28. Sources of recruitment have their own merits and demerits, describe in details.
29. Recruitment procedure for junior level executives is specific, not general, explain.
30. Selection is different from recruitment, analyse.
31. For accurate evaluation of candidates the selection procedures differ but for large number of candidates a common procedure is followed, explain.
32. What are the different types of tools conducted for selecting the right candidate for the right job?
33. Describe the types of interviews conducted for selecting people in an organization.
34. Write the concept of induction. Describe the problems involved in the process.
35. "Induction is necessary for new employees to socialize them", explain.
36. Highlight on the induction procedure and describe its importance in an organization.
37. Narrate the induction training programme in some leading organizations.
38. Recruitment ends selection starts, recruitment attracts selection rejects, describe.
39. Highlight on the types of induction programme and explain how it is important in an organization, explain?
40. Selection helps in proper placement, explain?

UNIT-III

41. What do you mean by internal mobility? What are the types of mobility generally practiced in an organization?
42. Promotion is a part of career of an employee, so also this helps the organization, explain?
43. What do you mean by promotion? What are the bases for promotion of people in an organization?
44. Each basis of promotion has its own limitations and advantage, describe?
45. Explain the points need to be covered for developing an effective promotion policy?
46. An effective promotion policy has certain advantages, but some factors act as impediment, explain?
47. What do you mean by transfer? Describe the reasons of transfer in an organization?
48. An effective transfer policy depends on certain factors. explain?
49. Describe the types of separation of employees from the organization?
50. What do you mean by separation? Why it occurs in an organization?
51. Compare between retrenchments and lay off?
52. Dismissal and discharge are not same but very much practiced in Indian organization, describe?
53. All retirements are not same, they depends on policies of the organization, explain?
54. Right-sizing forces organization to adopt VRS, explain with its advantages and disadvantages?

55. Employee's contribution to the organization needs to be assessed regularly, why?
56. Performance appraisal contributes to other HR functions, describe in details?
57. Highlight on the process of performance appraisal.
58. Describe the objective and subjective performance measures and develop a format for evaluating the performance of employees of an educational institution?
59. Write the concept of performance appraisal and highlight on the essentials of a good appraisal system?
60. Describe the methods of performance appraisal?
61. What do you mean by post appraisal analysis? Why it is necessary?
62. Performance appraisal system needs to be free from problems, explain?
63. How the potential appraisal analysis? Why it is necessary?
64. Judging the potential should be regular, as it is beneficial for the individual employee and the organization, explain?

UNIT-IV

65. What is compensation? Why it needs to be managed effectively in an organization.
66. Highlight an different incentive plans practiced in Indian organization.
67. What is fringe benefit? How it is different from incentive? How fringe benefit is important for an organization?
68. Describe the monitoring system for fringe benefits. Highlight on the types of such benefits available in organization.
69. What do you mean by variable compensation? Describe the type of such compensation available.
70. What is wage? Describe the national wage policy and its purpose in detail.
71. Explain the considerable factors for fixation of wages in a developing economy.
72. Why incentive is important is an organization? Describe impact of incentive on motivation.
73. What are the types of wages generally seen in India?
74. How the minimum wage is fixed in a state?

UNIT-V

75. Training is needed to improve the skill of an employee within a short period, explain with its advantages.
76. Training is different from development, explain.
77. Describe the common methods of training with their advantages and limitations.
78. Training is needed, but need not be adopted without assessing its needs describe.
79. How the training need is assessed? Why it is needed?
80. Training improves performance provided the need is assessed properly, explain.
81. Only by training the system is not helped, but it needs to be evaluated, describe how such evaluation is done.
82. Evaluation of training helps in improving the training system, explain.
83. Describe the motivational impact of training.
84. Training is beneficial both for the employees and the organization describe.
85. Describe the types of training programme with their objectives.
86. Explain the steps involved are a standardized training programme.
87. What is an executive development programme? Why it is essential is an organization?

88. What are the common types of Executive development programme practiced in Indian industries ?
89. Skill up gradation and competence building are not same, narrate.
90. Highlight on the different types of training programs available for different categories of employees.
91. Develop a training programme for an HR executive in a manufacturing organization.

HRM

EACH QUESTION CARRIES 5 MARKS (SHORT TYPE)

1. Write short notes on:
 1. Human Resource Management.
 2. Operative functions of HRM.
 3. Managerial functions of HRM.
 4. Scope of HRM.
 5. Objectives of HRM.
 6. Social significance of HRM.
 7. Corporate level significance of HRM.
 8. Role of a personnel manager.
 9. HR planning.
 10. Objectives of HR planning.
 11. Need for HR planning.
 12. Need for HR planning.
 13. Recruitment.
 14. Selection.
 15. Application blank.
 16. Placement.
 17. Induction.
 18. Promotion.
 19. Seniority based promotion.
 20. Merit based promotion.
 21. Transfer
 22. Dismissal
 23. Discharge
 24. Retrenchment
 25. Golden handshake.
 26. Paired companies' method of performance appraisal.
 27. Forced choice method of performance appraisal.
 28. Critical incident method of performance appraisal.
 29. Confidential character Report.
 30. Behaviorally Anchored Rating scales.
 31. Assessment centre method.
 32. 360° Appraisal.
 33. Psychological Appraisal.
 34. Halo effect in appraisal.
 35. Central Tendency Error in appraisal.
 36. Purpose of potential appraisal.
 37. Compensation
 38. Need of compensation management.

39. Wage
40. Incentive
41. Wage Policy
42. Minimum wage
43. Fair wage
44. Living wage
45. Wage and productivity
46. Training
47. Training benefits to individual
48. Refresh Training
49. Apprenticeship Training
50. Vestible Training
51. Off the job training
52. On-the-job training
53. Executive Development.
54. Management Genies
55. T. Group Training
56. Role Playing
57. Case study
58. In-basket exercise
59. Refresher course
60. Seminar/conference method
61. Training resources within the organisation
62. Skill up-gradation
63. Competence
64. CPM/PERT
65. Workers' Education
66. Qualification Improvement Training
67. Individual Development
68. Career Plowing
69. Career Management
70. Career Development
71. Importance of Executive Development
72. Objectives of Executive Development
73. Job Training
74. Need based wages
75. Wage Band
76. Group Inactive Plans
77. Rowan Inactive Plans
78. Halsey Inactive Plans
79. Time wage system
80. Piece wage system
81. Field Review Method of performance appraisal
82. Job Description
83. Job Specification
84. Strategic HR planning
85. Welfare Man.