

IX - (5 Yr.) IMBA (DDCE) HRM - 42 (Maj - I) HRPD

2011

Full Marks - 70

Time : As in the programme

The questions are of equal value.

Answer ALL questions.

1. Define HRP and discuss the different approaches to Human Resource Planning. [14]

OR

Briefly discuss the nature, scope and types of HRP ?

2. What is HRIS ? Discuss the sources and the process of HRIS ? [14]

OR

Write short notes on :

- (i) Human Resource Accounting.
 - (ii) Human Resource Reporting.
3. Write short notes on any TWO : [7×2=14]
- (i) HRD Matrix.
 - (ii) HRD Climate.
 - (iii) HRD System.

[Cont.]

[2]

OR

4. Discuss the different HRD Interventions and its implications in the modern organisation ? [14]

OR

Write short notes on :

- (i) Quality of work life.
 - (ii) 5 S
5. Write short notes on any TWO : [7×2=14]
- (i) Career Planning.
 - (ii) Succession Planning.
 - (iii) Career Development.

IX - (5 Yr.) IMBA (DDCE) HRM - 43 (Maj - II) MERRL

2011

Full Marks - 70

Time : As in the programme

The figures in the right hand margin indicate marks.

Answer ALL questions.

1. Critically examine the role of state in IR ? [14]

OR

Explain the different actors and legal framework of IR?

2. Critically examine the impact of ILO on labour legislation ? [14]

OR

Describe various statutory measures for safety of workers in Factory.

3. Discuss the important provisions of the payment of Bonus Act. [14]

OR

[Cont...]

What is the machinery provided for the fixation of wages under the minimum Wages Act 1948 ?

4. Discuss the object and scope of the Industrial Dispute Act, 1947 ? [14]

OR

Discuss the scope and the object of the Trade Unions Act 1926

5. What are the conditions for the payment of maternity benefit under the M.B Act 1961 and under what condition benefit can be forfeited ? [14]

OR

How is the amount of compensation payable to an injured workman calculated under the W.C. Act 1923.

2011

Full Marks – 70

Time – As in Programme

The questions are of equal value.

Answer *all* questions.

1. Training helps in individual and organizational development, explain,

OR

Describe the concept of learning. How learning environment is important to influences it effectiveness ?

2. Describe various methods of training with their advantages in applicability.

OR

Highlight on the off-the job training programmes.

3. Highlight on different types of training aids.

(2)

OR

Describe the concept of training module and different dimensions of an appropriate module.

4. Give the formats for need assessment and feedback for training.

OR

Develop an effective training policy for an organisation.

5. Describe the assessment criteria of a training programme.

OR

Describe the evaluation of effectiveness of a training programme.

X-(5Yr.) IMBA - PDCE-51-HRM-Min-4 (IHRM)

2012

Full Marks - 70

Time : As in the programme

The questions are of equal value.

Answer any FIVE questions.

1. Describe the issues in International Human Resource management.
2. Define IHRM, describe its nature, scope and various determinants and strategies.
3. Define Cross Cultural Negotiation. Describe various features of the negotiation.
4. Outline the various preparation parameters of Cross Cultural Negotiation.
5. Write notes on : (Answer any TWO)
 - (a) Merit and demerits of Globalization Approach.
 - (b) Globalization Strategy.

[Contd.]

6. Write notes on : (Answer any TWO)

(a) Expatriation process.

(b) Repatriation Process.

7. Write notes on : (Answer any TWO)

(a) International Compensation System.

(b) Managing People in International Firms.

8. Write notes on : (Answer any TWO)

(a) International Labour Market.

(b) Cross cultural Training.

9. Write notes on : (Answer any TWO)

(a) Competency required for International Managers.

(b) Global Approach to National Economy.

X-(5Yr.) IMBA - DDCE-48-HRM-Maj-5 (MCSI)

2012

Full Marks - 70

Time : As in the programme

The questions are of equal value.

Answer any FIVE questions.

1. Define change and discuss the factors responsible for changes in an organization.
2. Write short questions:
 - (i) Organizational vision.
 - (ii) Strategic Planning.
3. What are the different types of change ? Describe with suitable examples ?
4. Write short questions:
 - (i) Managing Transition.
 - (ii) Transformation planning.

[Cont.]

5. Who can be a change agent? What are the role and skill required for a change agent to implement change in the Organisation?
6. Write short notes on :
 - (i) Types of change agent.
 - (ii) Why people resist to change.
7. What Organizational Development ? Write down the process of OD ?
8. Write short notes on :
 - (a) Kaizen.
 - (b) 5 S
9. Define Restructuring; Explain the effect of restructuring in present business environment.
10. Write notes on :
 - (i) LPG.
 - (ii) EPRG.

2012

Full Marks - 70

Time : As in the programme

The questions are of equal value.

Answer any FIVE questions.

1. What is living wage ? How it is different from fair wages ? Discuss with examples ?
2. What do you understand by wage and salary administration ? State its objectives and basic principles that any wage plan must follow.
3. What is compensation ? How it different from non-compensation ? Answer with examples ?
4. Write notes on any TWO:
 - (i) Reward system.
 - (ii) Pay rate

[Cont.