

2008

Full Marks : 70

Time : As in Programme

The questions are of equal value.

Answer any five questions.

1. What is HRM? How does it differ from HRD?
Briefly describe the procurement, development and maintenance function of HRM.
2. What is HRP? Do you find any difference between HRP and manpower planning? Explain two methods of HRP.
3. Define Interview. What are the major problems of the interview as a selection device? What can management do to reduce some of these problems? Explain.

[Turn over

4. What do you mean by 'Induction'? Explain the usefulness of 'Induction Programme' in an organisation.
5. What is job evaluation? Explain the process of job-evaluation and its usefulness.
6. Define Bonus. Describe salient features of Job evaluation and its usefulness.
7. What is Performance Appraisal? How does it differ from potential appraisal? Describe any two methods of Performance Appraisal.
8. What do you mean by HRD? What are the important mechanisms of HRD? Explain.
9. What is Human Resource Information System? Why it is important in an organisation?
10. Write short notes on *two* of the following :
 - a) Human Resource Accounting
 - b) Promotion
 - c) Succession Planning
 - d) Job description & Job specification.

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Answer all questions.

1. Explain the concept of management & describe various managerial skill.

Or

Describe scientific management thought developed by Taylor.

2. Describe the role of information in decision making.

Or

Write short notes on :

Creativity in decision making

Rationale model.

[Turn over

3. What is organisational behaviour & what is its scope?

Or

Write short notes on -

Attitude & values.

Job satisfaction

4. Leadership qualities are not totally inborn they can be acquired or learnt too – comment.

Or

Write short notes on :

Matrix organisation

Product organisation.

5. Analyse Herzberg two factor theory & establish the linkage between motivation & productivity.

Or

Short notes on :

Maslow need theory.

Job enrichment.

2008

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Full Marks : 100

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*Answer any **five** questions.*

1. Economic development depends on socio-political system of the country. Elaborate.
2. Describe the factors influencing the size of an industry.
3. Describe the main features of economic policy of Orissa.
4. Labour force presently is dynamic and versatile, explain.
5. Due to industrialisation the composition of Labour force in Orissa is changing. Describe.
6. Describe the reasons of unemployment in Orissa and suggest measures for eradication.

7. Highlight on the NREGS scheme for rural employment and its effectiveness in Orissa.
8. What do you mean by real wage ? Describe the provisions of Minimum Wages Act.
9. Highlight on wage differentials and their implications.



PGD(DDCE)-HRM-IV-ILL

2008

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Time : As in programme

Answer all questions.

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1. Discuss the growth of labour legislation in India.

OR

Write the influence Indian Constitution on growth of labour legislation in India.

2. Write provisions of contract labour (Regulations & Abolition) Act. 1970.

OR

Discuss safety and welfare provisions under F.Act 1948.

[Turn over

3. Discuss provisions under Payment of Bonus Act 1965.

OR

Write different deductions prescribed under P. W. Act 1936.

4. Discuss the role and procedure of conciliation and adjudication machinery for settlement of industrial disputes in industries.

OR

Discuss the procedure of registration of trade unions under T. U. Act 1926.

5. What is Social Security? Write procedure of fixation of compensation under W.C. Act 1923.

OR

Discuss features of M. B. Act 1961.

PGD(DDCE)-HRM-V-IR

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1. What is industrial relations? Write different dimensions of union- management relations in India.

OR

Discuss liberalisation, globalisation and its impact on IR in India.

2. What is trade union? Discuss the development of trade unions in India.

OR

Write the procedure of registration and recognition of trade unions in India.

[Turn over

3. Discuss different methods of settlement of industrial disputes in Indian industries.

OR

Write the role of state for restoring and maintaining industrial relations.

4. Discuss the trends of industrial relations during globalised era.

OR

Discuss functions ILC and SLC for contributing good industrial relations.

5. What is WPM? Discuss its growth, structure and process in India?

OR

Discuss different participative forums in Indian industries.

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The figures in the right hand margin indicate marks.

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Answer *all* questions.

1. Discuss the different approaches of HRP. 14

OR

Define human resources planning. Discuss the objectives of HRP.

2. Write short notes on any *two* : 7×2

- (a) Human Resource Audit
- (b) Human Resource Accounting
- (c) Human Resource Reporting.

3. What is HRD matrixes ? 14

OR

(2)

Discuss the different elements of HRD.

4. Discuss the different models of HRD. 14

OR

What is quality of work life ? Discuss the process of quality of work life.

5. What is the employees' role in the career development process ? Discuss the manager's as well as employer's role in such process. 14

OR

Distinguish between

- (a) Career planning vs. Career development.
- (b) Career planning vs. Succession planning.

II - PGD (DDCE) - HRM - VII - MERRL

2008

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The questions are of equal value.

Answer *all* questions.

1. Discuss the concept and scope of Industrial Relations.
Critically trace out the role of state in IR. 14

OR

Define Collective Bargaining and its functions. Suggest measures to make collective bargaining successful in India.

2. Discuss the role of ILO in enactment of labour legislations in India. 14

OR

Write the provisions of working conditions and leave with wages for adults and children under Factory Act, 1948.

3. What is minimum wage ? Discuss the procedure for fixation

(2)

and revision of minimum wages under Minimum Wages Act, 1948. 14

OR

Explain the main features of Payment of Bonus Act, 1965.

4. Define Strike and Lockout. Discuss the provisions relating to strike and lockout under I.D. Act, 1947. 14

OR

Describe the procedure of preparation and certification of draft standing order. Write the provision relating to subsistence allowance under the Standing Order Act, 1946.

5. Discuss the main provisions of Workmen's Compensation Act, 1923. 14

OR

Describe the import features of Maternity Benefit Act, 1961.

II - PGD (DDCE) - HRM - VIII - MTD

2008

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Answer *all* questions.

1. Training is not same as development, but they are supplementary to each other, describe.

OR

Describe the concept of learnings and the techniques of it in detail.

2. Describe the methods of on-the-job training with their advantages and disadvantages in detail.

OR

Highlight on T-Group and Business Games training giving emphasis on their utility in particular level for particular position.

(2)

3. Choosing appropriate training aids is more important to make it successful, elaborate.

OR

Design appropriate training module for an HR executive trainee.

4. What is a good training policy ? Why it is needed in an organisation ?

OR

Develop a training calender for a HR executive trainee who is under 2 years' probation.

5. "Evaluation of training is important" why ?

OR

How best a training can be evaluated ?

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1. Describe the differences between international human resource management and domestic human resource management. What are the issues in international human resource management ?

OR

Discuss the importance of cross-cultural theory of Halls and Lorange.

2. Define cross cultural negotiations. What are the preparation parameter for holding such negotiations.

OR

Define organisational culture. Discuss the types and strategy of organisational culture.

3. Discuss the approaches to international human resource management. How they influence international business ?

OR

What are the competencies required in international managers ?

4. Discuss the sources of international labour market. What are the criteria used to select expatriates ?

OR

Discuss the basic components and importance of performance management in multinational organisations.

5. Describe the objectives of international compensation system. What are the factors influencing compensation system ?

OR

Discuss the basic models and challenges for managing people in international firms.