

S. S. Jain
Subodh Management Institute

MBA II Semester
M-205

Human Resource
Management

Sample Questions

Part A: Short answer question (up to 25 words)

Part B: Analytical/ problem Solving questions

**Part C: Descriptive/ Analytical/ Problem Solving/
Case questions.**

PART A

Unit I

- Q1 What do you understand by human resource management?
- Q2 What is the significance of HRM?
- Q3 Mention the major functions of HRM?
- Q4 Can we say that HR is a factor of competitive advantage? Why?
- Q5 Define line & staff functions.
- Q6 Differentiate between line & staff managers.
- Q7 What do you understand by HR competency?

Unit II

- Q8 Define HR planning?
- Q9 What is the significance of HRM planning?
- Q10 Outline the steps of the HR planning process?
- Q11 Define job analysis?
- Q12 Define job design.
- Q13 Define job enlargement.
- Q14 Define job rotation?
- Q15 What is job enrichment?

Unit III

- Q16 What is Recruitment?
- Q17 Mention the main sources of recruitment?
- Q18 Define selection?
- Q19 Why is selection important?
- Q20 Give three techniques used for selection.

Unit IV

- Q21 Define Training?
- Q22 What do you understand by ITN?
- Q23 What is on the job training?
- Q24 What is off-the-job training?
- Q25 Is training different from development?
- Q26 what do you understand by sensitivity training?
- Q27 What is In-basket training?

Unit V

- Q28 What do you understand by the concept of job evaluation?
- Q29 What do you mean by direct and indirect compensation?
- Q30 Differentiate between an allowance and an incentive.
- Q31 What is an ESOP?

Q32 Define a fringe benefit?

Q33 What is a Bonus?

Unit VI

Q34 Define Performance Appraisal.

Q35 What do you understand by Potential Appraisal?

Q36 What are modern methods of appraisal?

Q37 What is a Balanced Scorecard?

Q38 What are assessment centers?

Unit VII

Q39 Explain the concept of discipline and domestic enquiry?

Q40 What is grievance management?

Q41 Define collective bargaining.

Q42 When was the Trade Union Act passed in India.

Q43 What are the main methods to resolve Industrial Disputes in India?

Unit VIII

Q44 What do you understand and by Career Planning?

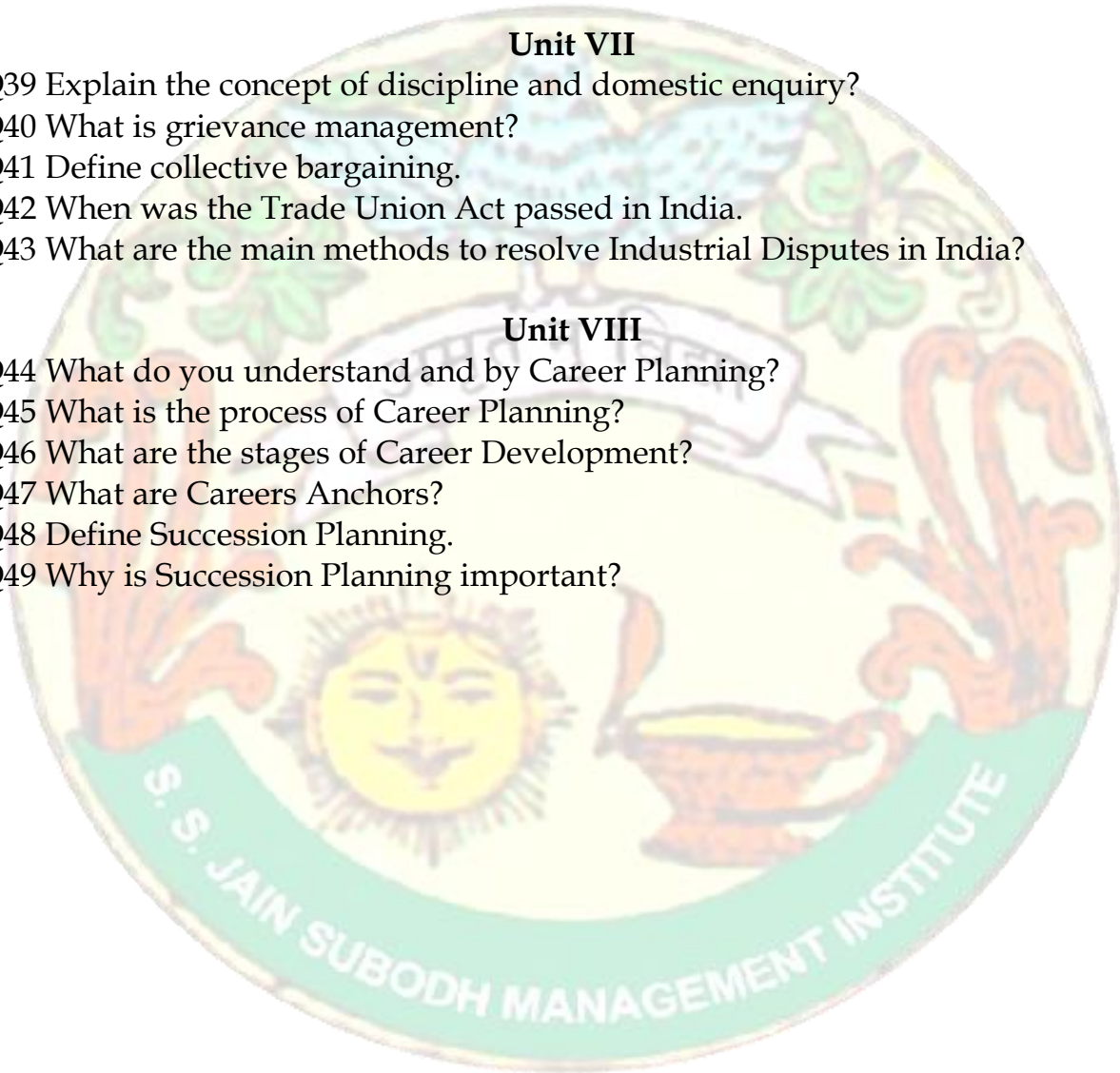
Q45 What is the process of Career Planning?

Q46 What are the stages of Career Development?

Q47 What are Careers Anchors?

Q48 Define Succession Planning.

Q49 Why is Succession Planning important?



PART B

Unit I

Q1 Discuss how a company can gain competitive advantage as a result of better HR plans and programmes. Give examples to support your answer.

Q2 what do you understand by line & staff function in an organization. Discuss and differentiate between the two. Give examples to illustrate your answer.

Unit II

Q3 Explain the HR planning process in detail discussing. Why each step in the process is important.

Q4 Explain the meaning, importance and process of job analysis.

Unit III

Q5 Discuss the meaning, significance and sources of recruitment. If we perform a cost benefit analysis on the process, what would your inference be?

Unit IV

Q6 Discuss the meaning and significance of Training & Development process.

Q7 How do we identify training requirements. Explain the process by which we do so and how we can ensure that the gap has been filled.

Unit V

Q8 Write a note on the emerging statutory aspects of compensation & benefits.

Q9 Discuss the concept and methods of Job Evaluation. Give examples to support your answer.

Unit VI

Q10 Discuss the meaning and significance of Performance Appraisal. What are the various methods of performance appraisal?

Q11 Write a note on Potential Appraisal? Why is it important and how does it contribute towards the overall effectiveness and productivity of an organization?

Unit VII

Q12 Discuss the process of Grievance Management in Indian industry. What are the main challenges that grievance management process faces?

Q13 Discuss the legal aspects of employee relations with reference to Trade Union Act in India.

Unit VIII

Q14 Outline the process of Career Planning. Explain each step and give examples to support your answer.

Q15 Outline the process of Succession Planning. Explain each step and give examples to support your answer.



PART C

Unit I

Q1 Define HR competences. What are core competences that managers must process in order to perform effectively and efficiently for their organization.

Unit II

Q2 What do you understand by job design. Bring out of three aspects of job design – job enlargement, job enrichment & job rotation explaining. When and how they must be used with examples from real life examples from Indian industry.

Unit III

Q3 Discuss the process of selection, highlighting the importance of each step. Discuss the various techniques that can be used in the process of selection.

Unit IV

Q4 Discuss the various techniques of training. When and how are these training methods used. Discuss the advantages and limitations of each of these methods.

Unit V

Q5 if you were the HR Manager of a large MNC and were asked to prepare the compensation plan for middle level managers. Give the detailed compensation plan that you would suggest, briefly explaining each component of the direct and indirect compensation to be offered.

Unit VI

Q6 As the HR Manager of a Conglomerate design the Performance Appraisal strategy for your organization. Which methods do you propose to use and how will each one of them be useful and what are the limitations of each of them.

Unit VII

Q7 As the IR Manager of a Big Industrial House in India you are required to lay down the main aspects of Industrial dispute resolution process. Write a detailed note for both bi partite methods and tri partite methods that employees can use in case of a dispute.

Unit VIII

Q8 As the CEO of a large pharmaceutical company based in India. Prepare the blue print of the succession planning you propose to use in the organization.