

( 3 Hours )

(Total Marks : 100)

Please check whether you have got the right question paper.

- N.B.:
- 1) Question No.1 to Question No.6 are compulsory.
  - 2) Attempt any two out of the remaining four (i.e. Question No.2 to Question No. 5 and Question No. 7 to Question No. 10) in each section.
  - 3) Figures to the right indicate full marks.

**SECTION – I**

1. Answer any one of the following : (20)
  - a) Explain the meaning, objectives and scope of HRM.
  - b) What is recruitment? Explain the factors affecting the recruitment.
2. What are the objectives of Human Resource Planning? (15)
3. Explain the process of job analysis. (15)
4. Explain the steps involved in selection process. (15)
5. Write a note on ethical aspects in performance appraisal. (15)

**SECTION – II**

6. Answer any one of the following : (20)
  - a) Explain the need, objectives and importance of training programme.
  - b) Explain the need for succession planning with special reference to family oriented businesses and professionally managed organizations.
7. Write a note on Grievance handling procedure with reference to succession planning. (15)
8. Explain the causes and effects of stress on job performance. (15)
9. What are the strategies adopted by organizations in ensuring the health and safety of employees? (15)
10. Discuss various HRM issues in Organizational Restructuring. (15)

# Human Resource Management Previous Year Question Paper

**AN Whitehead**



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*Human Resource Management in Europe* Manuel Simon, 2007-01-20 Scientific Essay from the year 2006 in the subject Business economics Business Management Corporate Governance grade 96 Prozent Beijing Institute of Technology course Human Resource Management in International Firms language English abstract This paper analyzes in how far human resource management HRM of the United States of America USA will influence European HR practices When investigating the special features of American and European HRM it becomes obvious that the USA is characterized by low level of state interference and stronger emphasize on individualism In contrast in Europe greater involvement of the states and European supranational agencies as well as huge organizational and managerial responsibility towards employees is usual What is more trade unions have a high social legitimacy in Europe compared to the USA Nevertheless due to different cultural and institutional perspectives of the individual European countries it is difficult to define a common HRM model within Europe Hence the discussion of various regional clusters arose in recent years Although some European countries move towards directional convergence whether countries share the same trend final convergence whether countries are becoming more alike is still far from being realized Consequently it should be assumed that neither American HR practices will significantly influence European HRM nor that Europe will lead towards convergence of a common model in the future Countries will continue to be different in their HR practices due to their unique cultural and institutional frameworks

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