

Duration: 2 hours

Max. Marks: 60

Note: 1) All questions are compulsory

2) Figures to right indicate full marks.

- Q.1) a) Discuss the changing role of Human Resource Manager in today's organizations. (08)
b) Explain the various factors affecting Human Resource Planning. (07)
- OR
- c) Discuss the factors influencing recruitment process. (08)
d) Explain the Online selection process. (07)
- Q.2) a) Describe the various challenges before trainer. (08)
b) State and explain the process of performance appraisal. (07)
- OR
- c) Write a note on Managing Transfers. (08)
d) What are the problems involved in succession planning? (07)
- Q.3) a) Discuss the provisions of Trade Union Act. (08)
b) Explain the features of Prevention of sexual harassment Act. (07)
- OR
- c) Write a note on Payment of Gratuity Act. (08)
d) Explain the Minimum Wages Act. (07)
- Q.4) A) Fill in the blanks with appropriate options. (05)
1. Strategic HRM takes _____ decisions relating to human resources.
(reactive/ repetitive/ proactive/ one time)
 2. _____ is generally the last step in a chain of disciplinary actions.
(Dismissal/ Redundancy/ Transfer/ Promotion)
 3. _____ is a holistic employee performance appraisal method.
(BARS/ MBO/ 360 degree/ Counseling)
 4. The sexual Harassment of women at workplace (Prevention, prohibition and redressal) Act was passed in _____
(2002/ 2000/ 2015/ 2016)
 5. A _____ leave is a period away from work, agreed with the employer
(Sabbatical/ Relax leave/ Mid-term leave/ post promotion leave)

Q. 4. B) State whether the following statements are True or False. (05)

1. Hiring cost includes bonus
2. HRIS stands for Human Resource International System.
3. In log record method, the job holder daily records the duties performed, indicating the time at which each task is started and finished.
4. The Gratuity is paid to nominee in case of death of the employee.
5. Millenials are also known as Gen-Y.

Q. 4. C) Match the Column. (05)

Group A	Group B
1) Check list	a) Modern method of performance appraisal
2) HR Centre of Excellence	b) Tribunal
3) MBO	c) Cross cultural adaptability
4) Industrial dispute Act	d) Training and development
5) Global HR	e) Traditional method of performance appraisal

OR

Q4. Write Short notes on (Any Three) (15)

1. Work life balance
2. Talent management and VUCA environment
3. Benefits of employee engagement
4. Requirements of safety programme
5. Causes of stress at workplace