[Time: 2½ Hours] [Marks:75]

Please check whether you have got the right question paper.

N.B: 1. **All** questions are **compulsory**.

Q.1 Attempt Any Two :- 15
a) Compare & Contrast Human Resource Management (HRM) with Personnel Management.
b) Explain the Human Resource Planning (HRP) process.
c) What do you mean by 'Transfer' and explain the types of transfer

Q.2 Attempt any two :- 15
a) Discuss the steps in selection process
b) Explain the various On-the-Job training methods.
c) Write the concepts –
   i) Job Specification   ii) Induction   iii) Placement

Q.3 Attempt any two :- 15
a) Explain in brief the process of performance appraisal
b) What are Fringe benefits? Explain its types in brief.
c) Discuss the Career Life Cycle in detail.

Q.4 Attempt any two :- 15
a) What is participative management? Explain the levels of participation.
b) Write a detailed note on: Parties to Industrial Relations.
c) What is a trade union? Explain its features.

Q.5 Analyze the case and answer the following questions 15
   The foundary has been regarded as one of the worst places to work in the Roha Manufacturing Company. The workers have to bear with extreme heat while working in the foundary. Also, the work is heavy. According to the job evaluation plan, "physical ability" and "working conditions" are weighed relatively lower than "responsibility", "training' and "skills". As a consequence most of the foundary jobs are rated at the bottom of the wage scale.
   In recent years, it has become increasingly difficult to recruit employees for the foundary. Very often people who could not get jobs elsewhere were recruited – thus further lowering the already low social status of the foundary. The whole matter has now reached a crisis. There are now 20 vacancies in the foundary and it is impossible to hire new men at the evaluated rate.
Questions:-
   1. How should this problem be handled? Should the management revise its job evaluation programme? 8
   2. If you are the HR manager, how will you deal with the recruitment problems of the foundary employees 7

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