

[Time: 2.30Hours]

[ Marks:75]

Please check whether you have got the right question paper.

N.B: 1. All questions are compulsory.

2. Figures to the indicate full marks.

- Q.1**
- a) Define 'HRM'. Explain the functions of HRM. **08**
  - b) Explain challenges that are faced by HR manages in any banking organization. **07**
- OR**
- c) What is the difference between P.M and HRM. **08**
  - d) "Ethics play an important role in the organization" Explain the different ethical issues of HRM . **07**
- Q.2**
- a) What is human resource planning? Describe if charterterstics and objectives. **08**
  - b) Elaborate in detail factors affecting human resource planning in Indian context. **07**
- OR**
- c) Define promotion and distinguish between promotion by seniority and promotion by merit. **08**
  - d) Describe different types of transfers. **07**
- Q.3**
- a) "Selection is the important functions in HRM". Explain different steps involved in selection process. **08**
  - b) What are the various problem encountered in performance appraisal. **07**
- OR**
- c) What are different off the job methods of training? **08**
  - d) Explain in brief the different types of separation. **07**
- Q.4**
- a) Do you think it is necessary for every argansation to have a personnel manual? What are its benefits. **08**
  - b) Describe the different used if job analysis. **07**
- OR**
- c) Elaborate on the different methods of job evaluation. **08**
  - d) Define 'participation'. Explain the factors that influence successful participant . **07**
- Q.5** Write short note on **any three**. **15**
- a) Internal sources of recruitment
  - b) Types of interviews
  - c) Stages of career development
  - d) 360' appraisal
  - e) Induction.