

Seat No. : \_\_\_\_\_

**LE-129**

**April-2014**

**4<sup>th</sup> Year M.B.A. (KS) (Integrated)**

**Human Resource Management**

**Time : 3 Hours]**

**[Max. Marks : 70**

1. (a) What is HR's role in strategic planning process ? Discuss. 7
- (b) Discuss the various external sources of recruitment. 7
  
2. (a) Explain any **four** off the job training and development programmes. 8
- (b) Write a detailed note on Business Process Reengineering. 6
  
3. (a) Define skill-based pay and broad-banding in detail citing examples. 6
- (b) Explain the process of repatriation. 4
- (c) Discuss the short term incentive for managers and executives. 4

**OR**

- (a) Explain the following terms (any **six**) : 9
  - (i) Reality Shock
  - (ii) Plateauing
  - (iii) Career Anchors
  - (iv) Career Development
  - (v) Career life cycle
  - (vi) Parent country and home country nationals
  - (vii) Transnational company
  
- (b) Explain the various profit sharing plans for professionals in the organization. 5

4. (a) Discuss the specific causes of Industrial Disputes. **5**
- (b) Define : **9**
- (i) Crafts Union
  - (ii) Closed shop
  - (iii) Agency shop
  - (iv) Union shop
  - (v) Trade Unions
  - (vi) Industrial Conflict
5. (a) Explain the major activities of International Labour Organization. **7**
- (b) Explain the Equal Remuneration Legislation, 1976. **7**
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