

**MBA 1 Semester-2 (D/E) (Reg/Rep) Examination**  
**Human Resources Management (HRM)**

Time : 2-30 Hours]

April-2024

[Max. Marks : 70

- Q1 a. What is the meaning of the concept of 'Job Analysis'? Explain the methods of collecting information for job analysis. [10]
- b. What is the important consideration for recruiting a diverse workforce. Discuss. [04]
- Q2 What are the main decisions that an employee should address in reaching promotion and other employee life-cycle career decisions? Explain in detail. [14]
- Or
- Q2 Discuss various Job training approaches that help in the effectiveness of Skill Development and Knowledge acquisition within an organization. [14]
- Q3 a. Write the steps involved in establishing a Market competitive pay plan? Explain. [07]
- b. You are selected for a job as a manager and are at the point of negotiating salary and Incentives. What questions would you ask your prospective employer concerning Incentives? Describe the incentive packages you would try to negotiate for yourself. [07]
- Or
- Q3 You are the HR manager of that is about to expand its business globally. Your boss Asks you why such assignments often fail, and what you plan to do to avoid such failures, how would you respond? [14]
- Q4 Explain any two: [14]
1. Permissible deductions as per the Provision of Payment of Wages Act.
  2. Main Provisions of Workmen Compensation Act.
  3. Structure and Functions of ILC and Governing Body.
- Q5 Answer any two: [14]
1. Write and explain the Process of fixation of Minimum wages under Minimum wages Act.
  2. Describe the Steps for registration of Trade Union and appeal under the trade union legislation.
  3. Explain the two most dominant aspects of Industrial relation