

PG Diploma Sem.-1 Examination
Paper-2
Human Resource Management
January-2025

Time : 2-30 Hours]

[Max. Marks : 70

Q-1	Why is HRM increasingly being referred to as People Management, and what is the significance of Talent Management in this context?	14 Marks
	OR	
Q- 1	Describe the phases of the Employee Life Cycle and discuss the various HRM functions involved in each phase.	
Q- 2	Explain the outcomes of a Job Analysis. What are the basic contents of a Job Description?	14 Marks
	OR	
Q- 2	Discuss the concept of Markov Analysis and its application in forecasting HR supply. What are the other major methods used to anticipate recruitment needs?	
Q- 3	Define a job interview and classify the different types of interviews. Discuss the merits and limitations of each type.	14 Marks
	OR	
Q- 3	Differentiate between performance appraisal and performance management. Discuss the key elements of an effective performance management system.	
Q- 4	Define job satisfaction, employee commitment, employee engagement, and employee involvement. Discuss their importance in the workplace.	14 Marks
	OR	

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Q- 4	Define e-HRM, HR Information System, and HR Analytics. Discuss the role of technology in transforming HR services.	
Q- 5	Discuss the significance of setting 30-, 60-, and 90-day performance milestones. How can HR professionals support new employees in achieving these milestones?	14 Marks
	OR	
Q- 5	Explain the difference between base pay and variable pay. Discuss the types of perquisites and benefits commonly offered to employees.	