



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

# DH-104

December-2025

Int. MBA, Sem.-V

## DSC-C-351 : Human Resource Management

Time : 2:00 Hours]

[Max. Marks : 50

1. Discuss how HRM contributes to organizational effectiveness in the competitive business environment. 10
2. Discuss the factors influencing job design and their impact on employee performance. 10
- OR**
2. Explain the process of preparing job descriptions and job specifications. 10
3. Explain the difference between training and development with suitable examples. 10
- OR**
3. Explain Off-the-Job Training and describe situations where they are most useful. 10
4. Explain the challenges faced by HR managers in administering employee incentives. 10
- OR**
4. Explain the concept of variable pay and its advantages to the organization. 10
5. Fill in the Blanks : (any 10) 10
  - (1) HRM primarily deals with managing \_\_\_\_\_ in an organization.
  - (2) The process of forecasting future human resource needs is called \_\_\_\_\_.
  - (3) Job Analysis leads to preparing \_\_\_\_\_ and \_\_\_\_\_.
  - (4) The written statement of duties and responsibilities of a job is called \_\_\_\_\_.
  - (5) Attracting potential candidates to apply for jobs is known as \_\_\_\_\_.
  - (6) Increasing the number of tasks in a job is known as job \_\_\_\_\_.
  - (7) Giving employees more responsibility and authority is called job \_\_\_\_\_.
  - (8) Training given at the actual workplace is known as \_\_\_\_\_ training.
  - (9) A structured introduction of employees to the organization is called \_\_\_\_\_.
  - (10) Assigning suitable work to a newly selected employee is known as \_\_\_\_\_.
  - (11) A reward given to employees for good performance is called \_\_\_\_\_.
  - (12) Assigning suitable work to a newly selected employee is known as \_\_\_\_\_.