Attempt any five of the following short questions:-(5x4=20)
(a) Evaluating the effectiveness of training.
(b) Human Resource Audit
(c) Objectives and Process of Induction
(d) Workforce Analysis
(e) Internal Recruitment
(f) Proactive Approach of Human Resource Manager
(g) Characteristics of Job Design
(h) Stress Interview as a Selection Technique

Q2 “A manpower plan is planning and controlling technique and enables an organization to match the manpower needs to the organizations business plans”. Comment. Discuss the steps in manpower planning in the light of the above statement. (10)

Q3 Discuss the uses of job-analysis. Prepare the job description of a manager working in a non-banking financial company.

Q4 “Job evaluation determines the relative worth of a job in terms of the demands it makes on the job”. Explain. Discuss the Factor Comparison Method of job evaluation. (10)

Q5 “360 degree is a multi-dimensional appraisal philosophy.” Comment. Is it correct to say that it tries to manage the problems generated by the 90 degree appraisal system? Explain.

Q6 “Business Process Re-engineering provides an organization an opportunity to have a relook at its various human resources strategies.” Elaborate and detail some of the strategies, you feel, may highlight the role of Human Resource Manager. (10)

Q7 “There is always a need for scientific selection process in the organization.” Discuss. Also, detail different types of selection interviews and explain the manner in which they can ensure minimal error in selection.

Q8 Explain the need for Potential Appraisal in an organization. Whereas on the one hand an organization consists of many “Planned Separations” but on the other there are few “Star Performers”. What strategies should an organization draw to meet the challenges created by the poaching of “Star Performers”? (10)

Q9 (a) “Total Quality Management is the technique of doing things right.” Explain.
(b) Discuss the promotion and reward technique in an organization.