

RAJIV ACADEMY FOR TECHNOLOGY AND MANAGEMENT
KMB202 HUMAN RESOURCE MANAGEMENT
ASSIGNMENT QUESTIONS

ASSIGNMENT QUESTIONS OF (UNIT 1, 2 & 3)

SHORT QUESTIONS

- 1) What are the main objectives of HRD? **KMB - 202 (2018-19)**
- 2) What do you mean by HRP? **KMB - 202 (2018-19)**
- 3) Define the concept of work safety? **KMB - 202 (2018-19)**
- 4) Briefly elaborate 360° of appraisal system? **KMB - 202 (2018-19)**
- 5) Differentiate between HRM with personal management. **RMB - 202 (2017-2018)**
- 6) What is an exit interview? **RMB - 202 (2017-2018)**
- 7) Define transfer? **RMB - 202(2016-2017)**
- 8) Mention the operative functions of HRM? **RMB - 202(2016-2017)**
- 9) What is the difference between job enlargement and job enrichment? **NMBA - 021(2016-2017)**
- 10) Define Human Resource information system? **NMBA - 021(2014-2015)**

LONG QUESTIONS

- 1) What were the major factors which led to the emergence of human resource management? **KMB - 202 (2018-19)**
- 2) What are the approaches of SHRM? Discuss the benefits and barriers to SHRM? **KMB - 202 (2018-19)**
- 3) Describe the concept and goals of the selection process? What are the main components of application and documentation? **KMB - 202 (2018-19)**
- 4) Discuss the importance of training in industry and elaborate how training helps in career planning? **KMB - 202 (2018-19)**
- 5) Define job analyses, Job description and job specifications. Because the relationship between job description, job analysis and job specification. Explain the process for evaluating jobs with suitable examples. **KMB - 202 (2018-19)**
- 6) Define linking of HRM with TQM and productivity. What are the Barriers to strategic HRM? **KMB - 202 (2018-19)**

- 7) Describe in detail about demand forecasting for manpower planning? **KMB - 202 (2018-19)**
- 8) What are the reasons for growing usage of external training in present day organization? **RMB - 202 (2017-2018)**
- 9) What do you mean by job design? Write process and importance of job analysis? **RMB - 202 (2017-2018)**
- 10) Differentiate between training and development? “Successful development requires top management support and an understanding of the relationship of development to other HR activities.” Discuss. **RMB - 202 (2017-2018)**
- 11) How will you evaluate the effectiveness of a self-development program? Of it is not effective, what step will you take to make it effective? **RMB - 202(2016-2017)**
- 12) How will you identify the training needs of a manufacturing organization? Explain few important training methods? **RMB - 202(2016-2017).**
- 13) Briefly discuss the emerging challenges for the HR managers? **NMBA - 021(2016-2017)**
- 14) What are the different sources of recruitment? Mention their merits and demerits? **NMBA - 021(2014-2015).**
- 15) What do you understand by term performance appraisal? What are the objects of performance appraisal? Discuss in brief the methods of performance appraisal? **NMBA - 021(2014-2015)**

ASSIGNMENT QUESTIONS OF (UNIT 4 & 5)

SHORT QUESTIONS

- 1) Discuss the grievance handling procedure in brief? **NMBA021(2017-18)**
- 2) Differentiate between fair wage and living wage **NMBA0-21(2017-18)**
- 3) What do you meant by the term fringe benefits? **NMBA-021 (2017-18)**
- 4) What is reward? **RMB-202 (2016-17)**

LONG QUESTIONS

- 1) What are the monetary and non-monetary incentives? Explain various individual and group incentive plans. What are the advantages and problems with wage incentives? **RMB-202 (2017-18)**
- 2) How will you evaluate the effectiveness of a self-development program? If it is not effective, what step will you take to make it effective? **RMB-202 (2016-17)**
- 3) What is compensation plan? Discuss the various factors that should take into consideration while formulating an effective compensation plan? **RMB-202 (2016-17)**
- 4) Money cannot motivate all people under all circumstances. Discuss **RMB-202 (2016-17)**
- 5) What is the meaning of ethics and fairness at work? Why it is important? **(RMB-202 (2016-17))**
- 6) Does the procedure for handling indiscipline apply to all sectors or it is manufacturing sector-specific." Explain **NMBA021021 (2018-19)**
- 7) Why do organizations often overlook or lack proper evaluation of training and development programs? Explain **(2018-19)**
- 8) What is incentive payment? Define pre –requisite for an effective incentive system? **NMBA021 (2018-19)**
- 9) Explain basic principles governing international human resource management **.RMB-202 (2018-19)**
- 10) How do benefits differ from welfare activities **RMB-202 (2018-19)**
- 11) Discuss different strategic choice available to the organization and how safety policy are formulated and implemented. ?**RMB-202 (2018-19)**
- 12) If you were a chief executive appointing a safety director, what would you tell him should be his objectives? What would be the order of importance? **RMB-202- (2018-19)**
- 13) What is meant by grievance handling procedure and disciplinary procedure explain in detail **NMBA-021(2017-18)**
- 14) What do you mean buy incentive schemes? Also explain the types and scopes of incentive schemes? **NMBA-021(2017-18)**
- 15) Discuss concept of compensation administration and also explain its objectives? **NMBA-021(2017-18)**
- 16) How are fringes preferable to employer and beneficial to employees? Explain **RMB-202(2018-19)**

- 17) Human resource management practices are culture bound. Discuss this statement and show how different cultures adopt different human resource management practices? **RMB-202(2016-17)**

APPLIED QUESTIONS

- 1) “HRM department and the strategic management department both are different but they both have all linkage. Take an example of any company you know well to explain the linkage between the HR and strategic.” **(FSQB)**
- 2) From the perspective of HR, have you at any time tried Internet Recruiting What has been your experience with it when compared to conventional route? **(FSQB)**
- 3) Place yourself in the role of an HR manager of what polies would you made to motivate your employee? **(FSQB)**
- 4) What are your views on having some form of temporary released employee, instead of having permanent ones? **(FSQB)**
- 5) “Every twenty seconds of every working minute of every hour throughout the world, someone dies result of an industrial accident,” “Violence is also a major reason behind that” Act as an HR practitioner what precaution would you suggest? **(FSQB)**
- 6) What is industrial Relation (IR)? How collective bargaining helps in improving IR? **(FSQB)**
- 7) Write about Recent trends in compensation management. **(FSQB)**
 - a) In general global context
 - b) In Indian context

ADDITIONAL QUESTIONS FOR PRACTICE

SHORT QUESTIONS

- 1) What are the various objectives of compensation system? **(FSQB)**
- 2) Write a note of dearness allowances? **(FSQB)**
- 3) What are the non- monetary benefits? Explain with example? **(FSQB)**
- 4) What are the unethical practices of HRM? **(FSQB)**
- 5) What is employee safety? **(FSQB)**
- 6) What is IHRM? **(FSQB)**

- 7) Explain the scope of Human resource management? **(FSQB)**
- 8) Point out the difference HRM & HRD? **(FSQB)**
- 9) Explain the concept of HRM? **(FSQB)**
- 10) Elaborate the process of selection? **(FSQB)**
- 11) Define job design? **(FSQB)**
- 12) What is the importance of job analysis? Write in short. **(FSQB)**
- 13) Explain the various uses of job analysis? **(FSQB)**
- 14) State the meaning of training? **(FSQB)**
- 15) Write a note on career planning. **(FSQB)**
- 16) Define job evaluation? **(FSQB)**
- 17) Distinguish between performance appraisal & job evaluation? **(FSQB)**
- 18) Write a note of separation. **(FSQB)**
- 19) What do you understand by grievance and what are the common causes of grievances in an organization? **(FSQB)**
- 20) Explain the difference between layoff and retrenchment. **(FSQB)**
- 21) Explain the term ethics and morality? **(FSQB)**
- 22) What are ethical dilemmas? **(FSQB)**

LONG QUESTIONS

- 1) Define “Human resource management”. What are the important functions of HRM? **(FSQB)**
- 2) Discuss the term SHRM. Elaborate the various barriers to SHRM? List out the difference between SHRM vs. Conventional HRM? **(FSQB)**
- 3) “Aligning HR with business strategies make sense and help ensure the company can realize goals.” Explain? **(FSQB)**
- 4) “Manpower Planning is a method for determining future manpower requirement and developing action plan for meeting them” Explain the statement. **(FSQB)**
- 5) What is job analysis? What information is provided by it? Explain the process, purpose and Uses of Job analysis. **(FSQB)**
- 6) Explain the meaning and approaches of Job Design? **(FSQB)**
- 7) What do you mean by recruitment? Discuss the steps of recruitment process. **(FSQB)**
- 8) Explain Training. What is its purpose? What is the significance of training? Discuss its various types. **(FSQB)**

- 9) Explain the merits and demerits of on the job training and off the job training? **(FSQB)**
- 10) Explain the concept of compensation management. list out the factors affect the compensation management? **(FSQB)**
- 11) Explain the employee incentives scheme. What are the pre- requisites of effective incentives system? **(FSQB)**
- 12) Discuss the objectives & significance of industrial relation. **(FSQB)**
- 13) Discuss the model of grievance procedure that is applicable in India. What are the essential pre-requisites of grievance procedure? **(FSQB)**
- 14) Explain what is meant by ethical behavior at work. **(FSQB)**
- 15) Discuss important factors that shape ethical behavior at work. **(FSQB)**
- 16) Define the term ethics. What are the guidelines for managing ethics? What are the various ethical issues in HR? **(FSQB)**
- 17) What are the challenges that management has to face due to cultural diversity? **(FSQB)**
- 18) Discuss about the IHRM. List out its significance. **(FSQB)**