



BRAINWARE UNIVERSITY

Coursework Examination 2018 – 19 (June 2019)

Programme – Doctor of Philosophy in Management

Course Name – Human Resources Management

Course Code – PHD-MHRM03

Time allotted: 4 Hours

Full Marks : 100

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Objective Type Question)

10 x 1 = 10

1. *Answer the following*
 - (i) Define training.
 - (ii) Define Domestic Enquiry.
 - (iii) Define HRP.
 - (iv) Name two off the job training methods.
 - (v) Give two examples of Fringe Benefits.
 - (vi) Name two external sources of recruitment.
 - (vii) Explain the term 'trade union'.
 - (viii) Illustrate job description.
 - (ix) Define collective bargaining.
 - (x) Define Quality Circle.

Group – B

(Short Answer Type Questions)

6 x 5 = 30

Answer any *six* from the following

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|---|---|
| 2. Differentiate between training and development. | 5 |
| 3. Write advantages of internal recruitment sources. | 5 |
| 4. Write down the advantages of downsizing to save a Company. | 5 |
| 5. Describe HR Score Card. What is the benefit of it? | 5 |
| 6. Need of employees motivation for organization goal attainment. | 5 |
| 7. Describe the functions of works committee. | 5 |
| 8. Explain the role of Grievance Handling Committee. | 5 |
| 9. Explain the procedures that are implemented for Labor Welfare. | 5 |

Group – C

(Long Answer Type Questions)

6 x 10 = 60

Answer any *six* from the following

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| 10. Analyze any two Demand Forecasting techniques. | 10 |
| 11. Demonstrate the selection tests and interview methods. | 10 |
| 12. Diagnose the trade union problems and possible remedies. | 10 |
| 13. Assess the impact of workers' participation in management and its different forms operative in India. | 10 |
| 14. Explain Bonus. Illustrate the salient features of Payment of Bonus Act, 1965. | 10 |
| 15. Evaluate the steps involved in dispute settlement process. | 10 |
| 16. Identify any five Managerial Skills that are important to become a successful Manager. | 10 |
| 17. Briefly describe your idea on Organizational Challenges. | 10 |