

TRIBHUVAN UNIVERSITY
FACULTY OF MANAGEMENT
Office of the Dean
2010

Full Marks: 60
Time: 3 hrs

BIM/Seventh Semester/ MGT 202 : Human Resource Management

Candidates are required to answer the questions in their own words as far as practicable

Group 'A'

Brief Answer Question:

[10x1=10]

1. Identify two differences between personnel management and HRM.
2. State the strategies normally adopted by HR managers in HR planning where HR demand exceeds supply.
3. List job focused techniques of job analysis.
4. Point out the benefits of job design to an organization.
5. Name any four factors that affect recruitment process.
6. Mention reasons to conduct management development in an organization.
7. Specify three needs of McClelland's theory.
8. Point out any four pitfalls of performance appraisal.
9. List any four examples of performance-based rewards.
10. Specify the different types of trade unions.

Group 'B'

Long Answer Question (Any TWO):

[2x15=30]

11. "Although there are many ways by which companies can gain a competitive advantage, effective HRM practices also enable companies to gain a competitive advantage." In the light of above statement, elucidate how HRM functions that are translated into practice can give a competitive advantage to a company. Also discuss the present challenges of HRM from above perspective.
12. Discuss system approach to training and explain the need assessment process. How training effectiveness can be evaluated?
13. Discuss the concept and purpose of labour relations. Explain the causes of labour disputes.

Group 'C'

Short Answer Question (Any Four):

[4x5=20]

14. Define human resource information system. Why is it important in human resource planning?
15. What is external recruitment? Describe the advantages and disadvantages of external recruitment.
16. What is employee motivation? Explain Alderfer's ERG theory.
17. Describe performance appraisal. Explain the MBO approach to performance appraisal.
18. Define reward management. Explain extrinsic rewards and its significance.