

TRIBHUVAN UNIVERSITY
FACULTY OF MANAGEMENT
Office of the Dean
2011

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. List four general environment factors of HRM.
2. State the roles of a HR manager.
3. Mention the commonly used techniques for forecasting human resource demand.
4. Point out any four uses of job description.
5. Give any two major reasons as to why recruitment is an important job of human resource managers.
6. List any two differences between employee training and management development.
7. Specify the basic factors responsible for job satisfaction.
8. Point out any two demerits of Behaviorally Anchored Rating Scale (BARS).
9. Write down any two reasons for providing incentives to employees.
10. Introduce the steps involved in handling grievances.

Group 'B'

Long Answer Question (Any TWO):

[2x15=30]

11. What is human resource management? Describe the important and main components of Human Resource Management.
12. The executives, who are responsible for getting things done through and with the efforts of the people, need training for several reasons. In the context of this statement, explain on-the-job techniques of management development.
13. State and explain the different causes of labor disputes. Also, explain the methods of settlement of such disputes.

Group 'C'

Short Answer Question (Any Four):

[4x5=20]

14. Identify the role of information system in planning human resources. Support your answers with suitable examples.
15. State the various approaches of job design. Explain the job characteristics approach of job design.
16. What is employee selection? Explain different types of selection test.
17. Explain the two-factors theory of motivation proposed by Frederick Herzberg.
18. What is performance appraisal? Describe common methods of performance appraisal.