



Shri Shankaracharya Institute of Professional Management & Technology
DEPARTMENT OF MANAGEMENT STUDIES
QUESTIONS BANK
HUMAN RESOURCE MANAGEMENT 576215(76)

UNIT 1

- Q1. Define Human Resource Management. Briefly describe the stages of development or evolution of the concept of Human Resource Management.
- Q2. Explain the difference between Human Resource Management and Personnel Management.
- Q3. Elucidate different functions of Human Resource Management.
- Q4. Write short notes on the following:
- Role of Human Resource Manager
 - Objectives of Human Resource Management
- Q5. What are the present-day challenges of Human Resource Management? How can an HR manager overcome/ meet these challenges?
- Q6. Business environment is changing and so is the Human Resource Management environment. Explain.

UNIT 2

- Q1. Define Human Resource Planning. Also explain the process of Human Resource Planning.
- Q2. Why is Job Analysis considered as a foundation of many other HR activities?
- Q3. Explain the concept of Job Analysis. What are its basic components? Explain with its process.
- Q4. What do you understand by HR Policies? What HR policies are commonly practiced in organizations? Explain its significance.
- Q5. Distinguish between Job Description and Job Specification. Also explain why Job Description has to be developed before Job Specification?

Q6. Create a sample Job Specification for a News Anchor.

UNIT 3

- Q1. What do you understand by the term recruitment? What are its sources? Write its relative merits and demerits.
- Q2. What do you mean by the term training? State the difference between training and development.
- Q3. How is Training and development program designed? Or explain the different stages involved in designing a training program.
- Q4. Bring out the barriers of effective training. How do you overcome them?
- Q5. Elucidate the term Compensation. Explain various types of compensation plans.
- Q6. Selection is one of the most important functions of Human Resource Management. Explain the statement along with its process. Also explain how it is different from recruitment.
- Q7. What is performance appraisal? Outline its process. Also explain why has performance appraisal taken on increased significance in recent years?
- Q8. Evaluate 360-degree feedback as a technique of appraisal.
- Q9. What are the different methods of performance appraisal? Explain any one in detail.
- Q10. Explain the term job evaluation. Bring out its different methods.

UNIT 4

- Q1. Write a detailed note on women empowerment.
- Q2. What do you understand by the term employee welfare? What are the various welfare activities that organizations undertake for its employees?

OR

“Employee welfare leads to employee retention”. Explain this statement.

- Q3. Write short notes on-

- Work life Balance
- Work Stress
- Mentoring

Q4. What do you mean by Counseling? What are the different types of counseling?

Q5. What do you understand by quality of work-life? Explain its objectives.

Q6. Is employee engagement only a metaphor for things already in practice? Highlight its benefits for the organization as well as its employees.

Unit 5

Q1. Name the various new approaches in Human resource Management and explain the concept of HR Balance Scorecard.

Q2. Write short notes on the following;

- HR Audit
- Competency Mapping

Q3. Explain the benefits and challenges of Strategic Human Resource Management.

Q4. How is strategic HRM different from conventional HRM?