Ph. D. 2nd Semester Examination
Jan.2014
Subject – Human Resource Management
Subject Code – MSL- 904

Before answering the question paper the candidate should ensure that they have been supplied the correct question paper. Complaints in this regard, if any, shall not be entertained after the examination.

Note: Question No. 1 is Compulsory and attempt any two questions from each section. All questions carry equal marks.

1. Write short notes on:
   (a) Employee leasing
   (b) Knowledge management
   (c) Outsourcing HR functions

SECTION – A
2. What is the role of HR manager in mergers and acquisition? What is meant by outsourcing HR functions?
   (20)

3. What is meant by competency mapping? How do we assess and analyse training needs?
   (20)

4. What are the different components of compensation? What are fringe benefits? Discuss few out of them. Why they are called fringe benefits?
   (20)

SECTION – B
5. What is wage board? What are pay commission? Discuss the salient outcomes of 4th, 5th and 6th pay commission.
   (20)

6. How do we identify and measure employee performance? What is 360° performance appraisal?
   (20)

7. Discuss various performance related pay schemes? How do we appraise for recognition and reward?
   (20)