

2124

P.G. Diploma in Personnel Management and Labour Welfare
First Semester
DPM-304: Human Resource Management

Time allowed: 3 Hours

Max. Marks: 70

NOTE: Attempt five questions in all, selecting one question from each Unit. All questions carry 14 marks.

x-x-x

UNIT - I

- I. Describe the recruitment process. What are the key stages, and what methods can be employed for effective recruitment?
- II. How can HR professionals contribute strategically to an organization's goals? Provide examples of initiatives they can lead.

UNIT - II

- III. Discuss the role of training policies in aligning employee development with organizational goals. How can organizations assess the effectiveness of their training programs?
- IV. Define job enlargement and job enrichment. How do these concepts contribute to employee motivation and satisfaction?

UNIT - III

- V. Discuss the benefits of M.B.O. for both employees and management. What are some limitations of this approach in practice?
- VI. Suggest strategies for improving QWL in organizations. What initiatives can management undertake to enhance employee well-being and productivity?

UNIT - IV

- VII. Define grievance handling and its importance in maintaining industrial harmony. What are the common causes of grievances in the workplace?

(2)

- VIII. Analyze the role of financial incentives in attracting and retaining talent in organizations. What are the potential drawbacks of relying too heavily on financial incentives?

UNIT - V

- IX. Discuss the challenges of implementing HR accounting practices in organizations. How can organizations overcome these challenges to accurately assess their human resource investments?
- X. Explain the unique challenges faced by HRM in public enterprises in India. How do these challenges differ from those in private sector organizations?

x-x-x