



K-3548

Third Year B. B. A. (Sem. VI) Examination
September / October - 2012
Advanced Personnel Management

Time : 3 Hours]

[Total Marks : 70

Instructions :

(1)

<p>नीचे दशांशिक निशानीवाणी विगतो उत्तरवही पर अवश्य लખवी. Fillup strictly the details of signs on your answer book.</p> <p>Name of the Examination : <input type="text" value="Third Year B. B. A. (Sem. 6)"/></p> <p>Name of the Subject : <input type="text" value="Advanced Personnel Management"/></p> <p>Subject Code No. : <input type="text" value="3"/> <input type="text" value="5"/> <input type="text" value="4"/> <input type="text" value="8"/> Section No. (1, 2,.....) : <input type="text" value="Nil"/></p>	<p>Seat No. : <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p> <p><input type="text" value="Student's Signature"/></p>
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- (2) All questions are **compulsory**.
 (3) Figures to the **right** indicate full marks for that question.

- 1 Define Human Resource Management. Give a brief background of Economic Liberalization and the impact of this changed policy on business organizations. Also discuss its impact on HRM. 10
- 2 Answer in brief : (any five) . 10
 - (a) Define 'Human Resource Audit'.
 - (b) List down any four objectives of HR Audit.
 - (c) State any four characteristics of HR Research.
 - (d) Why is it desirable to carry out HR Research ?
 - (e) List down the steps in carrying out HR Research.
 - (f) List down any four benefits accruing from HR Audit.
- 3 Discuss the procedure for VRS. Also list down any six challenges in implementing employee exit. 10
- 4 Define HRD. Differentiate between Personnel Function and HRD. Also list down the assumptions based on which the HRD mechanisms are designed. 10

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- 4 What is HRD ? Discuss the various principles to be followed to make HRD effective. 10
- 5 Answer the following : (any four) 20
- Discuss the 3E's approach to accident prevention.
 - Define 'Stress'. List down at least eight occasions when employees in an industrial undertaking are exposed to stress.
 - Discuss the remedial measures for reducing excessive labour turnover.
 - Define 'Accident'. Discuss indirect costs associated with an accident.
 - What are Occupational Diseases ? List down at least eight provisions to safeguard employees against occupational diseases as per The Factories Act, 1948.
 - Write a note on 'Work Stress and Personality'.
 - What are 'Occupational Hazards' ? Briefly discuss the various forms of environmental hazards.
- 6 Define 'Empowerment'. State the four broad factors influencing empowerment and explain any two of them. 10