

Following Paper ID and Roll No. to be filled in your Answer Book.

**PAPER ID : 9116**

Roll  
No.

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## **Int. LL.B Examination 2015-2016**

**(Third Semester)**

### **HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT**

*Time : 3 Hours]*

*[Maximum Marks : 100*

**Note :-** Attempt all questions.

1. Attempt any four parts of the following : All questions carry equal marks.  $6 \times 4 = 24$

- (a) What is Employee Induction? Explain its objectives.
- (b) Describe the various sources of Recruitment.
- (c) What criteria is use to evaluate training programme?
- (d) Basic criterial of Promotion?
- (e) Importance of team-building in business organisation.

*[ P. T. O.*

- (f) What is Bench marking.
2. Attempt any four parts of the following. All questions carry equal marks.  $6 \times 4 = 24$
- (a) Define the relationship between job analysis, job description and job specification.
- (b) Objectives of Employee Training.
- (c) Define the major types of Base Compensation.
- (d) Purpose of performance appraisal.
- (e) Explain fringe benefits.
- (f) What is HRP? What are its benefits?
3. Attempt any two parts of the following : All questions carry equal marks.  $13 \times 2 = 26$
- (a) What is performance appraisal? Explain Management by objectives (MBO) as a technique of performance appraisal.
- (b) What are the objectives of conducting selection Interviews? What steps should be taken in Interview process?
- (c) What is personality? Discuss the different determinants of personality.

4. Attempt any two parts of the following : All questions carry equal marks. 13×2=26
- (a) Distinguish between training and development. How will you determine the training needs of a manufacturing company?
  - (b) What do you understand by promotion? Discuss the merits and demerits as the basis of promotion?
  - (c) 'HR policies and practices contribute to the continuity effectiveness of the organisation.' Elucidate. Explain the process of formulating HR policies.

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