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434C2B HUMAN RESOURCE MANAGEMENT

SECOND SEMESTER

QUESTION BANK



HUMAN RESOURCE MANAGEMENT (434C2B) – QUESTION BANK

PART A (1 Mark Questions)

1. Define HRM.
2. Explain the concept of human resource accounting.
3. Write any four guidelines for framing HR policies.
4. Write the meaning of human resource development.
5. What do you mean by job specification?
6. Give the meaning of succession planning.
7. What is career management?
8. Mention the merits of on-the-job training.
9. State any four executive development programmes.
10. Explain central tendency error.
11. Differentiate wage and salary.
12. What is extrinsic reward?
13. Write the scope of HRM.
14. State the desirable qualities for an HR Manager.
15. What do you mean by Strategic Human Resource Management?
16. Mention the merits of human resource planning.
17. Define job description.
18. Write the meaning of recruitment.
19. Differentiate training and development.
20. State the skills developed through brainstorming training.
21. Write the applications of performance appraisal.
22. Give the meaning of central tendency error.
23. What is reward?
24. What do you mean by cost-of-living index?



25. What do you mean by human resource audit?
26. State the objectives of HRM.
27. State the importance of HRM.
28. What is skills inventory?
29. Why is HRP important?
30. State the objectives of the selection process.
31. Mention any four merits of training.
32. Explain career development.
33. What is MBO?
34. Differentiate performance appraisal and merit rating.
35. Write a note on dearness allowance.
36. Explain recognition with an example.
37. Importance of audit.

Write Short Notes on the Following:

1. Apprenticeship training
2. Aptitude test
3. Induction programme
4. Selection
5. Retraining
6. Extrinsic rewards
7. Employee referrals
8. Halo effect
9. Human Resource Accounting
10. Human Resource Planning
11. Living wage



- 12. MBO
- 13. Performance standard
- 14. Promotion
- 15. Salary
- 16. Simulation
- 17. Succession planning

PART B (5 Mark Questions)

- 1. Explain the importance of Human Resource Management in the globalized world.
- 2. Briefly explain the influence of labour movement on the evolution of HRM.
- 3. What is recruitment? Describe the factors affecting recruitment.
- 4. Explain the various types of interviews. State their relative advantages.
- 5. Why is preparation of training as important as training itself? Explain.
- 6. What do you mean by appraisal errors? Explain ways to minimize them.
- 7. Write a detailed note on wage differentials in India and reasons for the same.
- 8. Explain human resource audit and its importance.
- 9. Discuss the critical role of an HR manager.
- 10. Discuss the techniques used for manpower planning.
- 11. Discuss various reasons for employee transfer.
- 12. "Performance appraisal is a committee work." Who are responsible for proper evaluation?
- 13. What are the wage determinants?
- 14. Explain the process involved in human resource accounting.



15. Discuss various methods used for analysing the job of a supervisor in a manufacturing sector.
16. Enumerate various factors that influence recruitment.
17. Bring out various errors common in interview technique. Give guidelines for effective interviews.
18. Specify the stages in learning and explain.
19. Explain MBO as a method of performance appraisal.
20. Explain financial incentives applicable today.
21. Bring out the evolution and growth of HRM.
22. Explain the process of Human Resource Planning.
23. Discuss the various reasons for transfer.
24. Explain the factors that decide executive development programmes.
25. Elaborate various non-financial incentives.
26. State any four traditional methods of performance appraisal.
27. Discuss the factors that affect wage and salary administration.

PART C (10 Mark Questions)

1. "Developing a compensation plan for executive, managerial, and professional personnel is complicated because performance and creativity must take precedence over static factors." Do you agree? Support with examples.
2. Elucidate the components of Human Resource Management.
3. Training and development programmes are the first items eliminated when cutting costs. Why? Discuss.
4. Describe traditional and modern methods of performance appraisal.



5. Explain the working of time rate system and piece rate system. Which is better for Indian conditions?
6. Prepare a questionnaire to measure the effectiveness of training.
7. Discuss the roles of an HR manager.
8. What selection process would you suggest for selecting a Training Officer?
9. Elaborate any three modern techniques used in performance appraisal.
10. How will you plan a compensation package for workers, supervisors, and managers?
11. Prepare a schedule to conduct exit interviews for officers in a private bank.
12. Explain the different types of interviews with merits and demerits.
13. "Training is a waste of time and money." Do you agree? Justify.
14. Describe the traditional and modern methods of performance appraisal system.
15. Explain the wage determination process in detail.
16. Case Study: Suggest ways for Guna to succeed as Operations Manager when subordinates fail to meet standards.
17. Write a detailed note on Job Analysis with illustration.
18. What are the reasons for attrition? Suggest measures to reduce attrition in the IT sector.
19. Discuss any four methods of executive development programme—merits, demerits, purpose.
20. Elaborate the process of fixing salary and various methods used in fixing salary.
21. As HR Manager, recommend incentive plans for white- and blue-collar workers.