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5 SEM TDC GHRM 3 (SP)

2 0 1 3

(November)

COMMERCE

(Speciality)

Course : 503

(Global Human Resource Management)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Write True or False : 1×8=8

- (a) Personnel management is not a pervasive function of management.
- (b) HRM covers both organised and unorganised employees.
- (c) Human Resource Planning (HRP) is a backward looking function.
- (d) Training imparts the ability to detect and correct error.

- (e) Human Resource Management and Personnel Management are two distinctly different streams of management.
- (f) Job-design refers to the movement of an employee from one job to another.
- (g) In an organisation, discipline is needed to regulate the behaviour of people, maintain peace and channelise their efforts towards organisational goals.
- (h) The basic purpose of recruiting is to develop a group of potentially qualified people.
2. Write short notes on any *four* of the following : 4×4=16
- (a) Strategic HRM
- (b) Job analysis
- (c) Adverse effects of absenteeism
- (d) Job design
- (e) International Selection Criterion

3. (a) Define HRM and describe its objectives. 4+7=11

Or

- (b) Discuss 'system approach' to the study of HRM. 11

4. (a) Outline the steps involved in the Human Resource Planning Process. 11
- Or
- (b) Critically discuss various sources of recruitment of employees. 11
5. (a) Define Total Quality Management (TQM). Explain the prerequisites for the success of TQM. 4+7=11
- Or
- (b) Explain the role of HR managers in a changing economic environment. 11
6. (a) Explain in detail the HR practices in global organisations. 11
- Or
- (b) Write an explanatory note on 'human and cultural variables in global organisation'. 11
7. (a) Explain the concept and nature of International Human Resource Management. 6+6=12
- Or
- (b) Elaborate the advantages of international training to the employees and the organisation. 12

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