



MANAGEMENT OF HUMAN RESOURCE-I

PAPER CODE C8 , SEM 4

SHORT ANSWER TYPE OF QUESTION (3 MARKS)

1. What is the evolution and growth of Human Resource Management (HRM)?
2. Describe the role of HR in strategic management.
3. Define the nature, objectives, scope, and functions of HRM.
4. What are the challenges faced by HR in the changing environment?
5. Explain the concept of knowledge workers and their significance in modern organizations.
6. What are the employment opportunities in BPOs, IT, and service industries?
7. Discuss the concept of Flexi options in the workforce.
8. What are the causes of workforce diversity?
9. Explain the paradox of workforce diversity.
10. How can management resolve diversity in the workforce?
11. Describe HRD (Human Resource Development) as a profession.
12. Explain the concepts of line-staff in the structure of the HR department.
13. What is the role of a human resource manager?
14. What are the objectives of manpower planning?
15. List the elements of manpower planning.
16. Discuss the advantages of manpower planning.
17. Describe the process of manpower planning.
18. What are the different approaches to job design?
19. Explain job analysis and its importance in HRM.
20. Describe the concept of job evaluation.

LONG ANSWER TYPE OF QUESTIONS (15 MARKS EACH)

1. Discuss the historical evolution of Human Resource Management (HRM) from Scientific Management to the Human Relations approach.
2. Analyze the key contributions of Scientific Management and the Human Relations approach to the development of HRM practices.
3. Explain the role of HR in strategic management and its importance in achieving organizational objectives.
4. Evaluate the nature, objectives, scope, and functions of HR management in modern organizations.



5. Assess the impact of the changing environment on HR, including shifts in workforce demographics, technology, and globalization.
6. Discuss the concept of knowledge workers and their role in driving innovation and organizational success.
7. Describe the employment opportunities in BPOs, IT, and service industries and their implications for HR practices.
8. Explain Flexi options in the workforce and how they affect HR policies and practices.
9. Identify the causes of workforce diversity and discuss strategies for managing and leveraging diversity in the workplace.
10. Explain the concept of HR management as a profession and the skills and competencies required of HR professionals.
11. Discuss the concepts of line-staff in the structure of the HR department and their respective roles and responsibilities.
12. Evaluate the role of the human resource manager in overseeing HR functions and aligning HR strategies with organizational goals.
13. Define manpower planning and its significance in organizational planning and resource allocation.
14. Identify the objectives and elements of manpower planning and explain how they contribute to organizational effectiveness.
15. Discuss the advantages of effective manpower planning and the potential challenges in its implementation.
16. Describe the process of manpower planning and the steps involved in forecasting, analyzing, and addressing human resource needs.
17. Explain the different approaches to job design, including simplification, rotation, enlargement, and enrichment, and their effects on employee motivation and productivity.
18. Define job analysis and its importance in HRM, including methods and techniques used in job analysis processes.
19. Discuss the concept of job evaluation and its role in determining the relative worth of different jobs within an organization.
20. Describe the factors affecting recruitment and the various sources of recruitment available to organizations.
21. Explain the recruitment policy and its alignment with organizational goals and culture.
22. Discuss the recruitment evaluation process and metrics used to measure recruitment effectiveness.
23. Outline the procedures, tests, and interviews involved in the selection process and their respective strengths and limitations.



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24. Explain the importance of placement and induction programs in integrating new employees into the organization and ensuring their successful transition into their roles.