



Yogoda Satsanga Mahavidyalaya

(Established in 1967)

NAAC Accredited B++ (CGPA 2.89)

Affiliated to Ranchi University & registered under 2 (F) & 12 (B) of UGC Act



MANAGEMENT OF HUMAN RESOURCE-II

PAPER CODE C12, SEMESTER 5

SHORT ANSWER TYPE OF QUESTION (3MARKS)

1. What is the significance of training for both operatives and executives?
2. Define Emotional Quotient (EQ) and explain its relevance in mentoring.
3. What are the key components of career planning and development programs?
4. Discuss the impact of absenteeism, turnover, and grievances on organizational performance.
5. Explain the concept of Quality of Work Life (QWL) and its benefits to employees, organizations, and society.
6. What are the issues related to job content, job context, and relational factors in QWL?
7. Describe the mobility factors such as transfer, promotion, and separation in organizations.
8. Define Performance Appraisal and discuss its nature.
9. List and briefly explain traditional methods of performance appraisal.
10. What is Management by Objectives (MBO) and how is it used in performance appraisal?
11. Explain the concept of 360-degree feedback in performance appraisal.
12. What is potential appraisal and why is it necessary?
13. Discuss the elements of compensation, including base and supplementary components.
14. What are the factors that influence wage administration?
15. Explain the principles of a sound wage policy.
16. Describe the types of financial and non-financial incentives used in organizations.
17. What are Employee Stock Ownership Plans (ESOPs) and how do they benefit executives?
18. Discuss the concept and scope of social security in the context of employee maintenance.
19. Define HR information systems and their role in modern HR management.
20. How does globalization impact HR practices in organizations?



LONG ANSWER TYPE OF QUESTION (15 MARKS EACH)

1. Discuss the importance of training programs for both operatives and executives in organizations.
2. b. Explain the concept of Emotional Quotient (EQ) and its role in mentoring relationships.
3. c. Describe the components of effective career planning and development initiatives.
4. d. Analyze the causes and consequences of absenteeism, turnover, and grievances in the workplace.
5. e. Evaluate the role of counseling in addressing employee issues and enhancing retention.
6. Define Quality of Work Life (QWL) and explain its significance to employees, organizations, and society.
7. b. Identify and discuss the major issues in QWL related to job content, job context, and relational factors.
8. c. Explain the impact of mobility factors such as transfer, promotion, and separation on QWL.
9. Define Performance Appraisal and discuss its nature and purpose in organizations.
10. b. Compare and contrast traditional methods of performance appraisal with modern approaches like Management by Objectives (MBO) and 360-degree feedback.
11. c. Explain the concept of potential appraisal and its importance in talent management.
12. Discuss the elements of compensation, including base and supplementary components.
13. b. Identify the factors affecting wage administration and discuss the principles of a sound wage policy.
14. c. Explain the concept of compensation package and discuss the role of financial and non-financial incentives in motivating employees.
15. d. Evaluate the effectiveness of incentive plans for executives, such as Employee Stock Ownership Plans (ESOPs) and variable pay.
16. e. Describe the importance of employee safety, health, and welfare in the workplace, including the types of working environment safety measures in industries and welfare services provided by organizations and agencies. f. Discuss the concept and scope of social security and its implications for employee maintenance.
17. Explain the role of HR information systems in managing human resources effectively.



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18. b. Discuss the significance of HR research and audit in evaluating HR practices and policies. c. Analyze the impact of globalization on HR practices and strategies in organizations.