

22

Q.P. Code :26021

[Time:2 1/2 Hours]

[Marks:75]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory.
 2. Figures to the right indicate full marks.

- Q.I a) The Human Resource Department performs several dynamic functions- Discuss 07
 b) Explain the challenges of work life balance in an organization. 08
- OR**
- Q.I c) Explain the objective of HRM in the Banking sector. 07
 d) Briefly distinguish between PM and HRM. 08
- Q.II a) Define Human Resource Planning. Examine the need and importance of H.R.P. for the success of an organization. 07
 b) What is outsourcing? Explain the advantages and limitations of outsourcing the HRM functions. 08
- OR**
- c) Enumerate the guidelines for effective transfer in financial institutions. 07
 d) "Promotion is an important function of HRM" Explain the various promotion policies used by organizations. 08
- Q.III a) Examine the Requisites of a sound training program. 07
 b) Discuss the essential of a sound Incentive plan. 08
- OR**
- Q.III c) Define fringe benefits and explain the objectives of fringe benefits. 07
 d) Explain the merits of employee welfare measures. Discuss any three types of welfare activities. 08
- Q.IV a) Define Job analysis and explain the various methods of Job analysis. 07
 b) Explain the different techniques that organizations use to encourage participative management. 08
- OR**
- c) Enumerate the Role of Trade unions in the Banking sector. 07
 d) Discuss the guidelines for preparing personnel manual. 08
- Q.V Write short notes (Any three) 15
- a) Types of Interviews
 - b) Sources of Recruitment
 - c) Layoff
 - d) Succession Planning
 - e) 360° appraisal.
