



**SB-1392**

**Third Year B. B. A. (Sem. VI) Examination**

**March / April – 2011**

**Advanced Personnel Management**

Time : Hours]

[Total Marks :

**Instructions :**

(1)

नीचे दर्शाविएव निशानीवाणी विगतो उत्तरवडी पर अवश्य कपनी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="T. Y. B. B. A. (Sem. 6)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Advanced Personnel Management"/>	<input type="text" value="Student's Signature"/>
Subject Code No. : <input type="text" value="1"/> <input type="text" value="3"/> <input type="text" value="9"/> <input type="text" value="2"/>	
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	

(2) All questions are compulsory.

(3) Figures to the right indicate full marks for that question.

1 Define 'Human Resource Management'. List down the important issues related to the new trends in HRM. Explain any two issues in detail. **10**

2 Discuss Human Resource Research in context to its meaning, characteristics, objectives and desirability. **10**

**OR**

2 What is H.R. Audit ? State its objectives and discuss its scope. **10**

3 Discuss the procedure involved in implementing VRS. Also list down the demerits of VRS. **10**

4 Answer in brief : (any five) **10**

(a) Define 'Human Resource Development'.

(b) Give any four distinction between Personnel Function and HRD.

(c) List down the main goals of HRD system.

(d) State any four assumptions in planning and designing HRD mechanisms.

(e) Enlist any four functional competencies required in a successful HRD manager.

(f) List down any four principles of effective HRD.

- 5** Write short notes : (any four) **20**
- (a) Environmental Hazards.
  - (b) Statutory Protection against Occupational Diseases.
  - (c) Mental Illness.
  - (d) Remedial measures for excessive labour turnover.
  - (e) Cost of Accidents.
  - (f) Work stress and Personality.
  - (g) Extrinsic Aspects in organisation causing stress.
- 6** What is Empowerment ? List down the four broad factors influencing empowerment. Explain any two of them in detail.
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