



*EASWARI ENGINEERING COLLEGE*  
*DEPARTMENT OF MANAGEMENT STUDIES*  
**BA 7204 – HUMAN RESOURCE MANAGEMENT**



**Question Bank**

**Part A**

1. Define HRM. How does it differ from Personnel Management?
2. Explain the objectives of HRM. How can these objectives be achieved?
3. Discuss the functions of Human Resource
4. Discuss the qualities & qualification of HR Manager
5. Discuss the various advantages and uses of Human Resource Information System.
6. Define Trade Union. Why do employees join unions?
7. Define Human Resource Planning. Explain the importance of Human Resource Planning
8. What the levels of Human Resource Planning?
9. What are the objectives of Human Resources Planning?
10. Define Recruitment. Bring out the factor influences of recruitment.
11. What are the various sources of recruitment. Discuss their relative merits and demerits.
12. Define Selection. Discuss various types of employment test.
13. What are the uses of job analysis?
14. What is job description? What are the contents of job description?
15. What is job specification? What the uses of job specification?
16. What are the contents of job specification?
17. What is job design? Bring out the factors that affect job design.
18. What is job rotation? State their uses.
19. What is job enrichment? Discuss the need for job enrichment.
20. Define job enlargement? State their uses.
21. What is job evaluation? What are the objectives of job evaluation?

22. Discuss the advantages and disadvantages of job evaluation.
23. What do you mean by training? Distinguish between training, development and education.
24. What are the objectives of training? Explain the need for training in organization.
25. What are the benefits of training?
26. Explain the methods of assessing training needs.
27. What is knowledge management? What are the benefits of Knowledge Management?
28. Distinguish between Promotion and Transfer
29. Distinguish between Dismissal and Retrenchment
30. What do you mean by compensation? What are the basic objectives and principles of wages & salary administration?
31. Distinguish between wage and salary
32. What are compensation incentives?
33. Give a note on wage differentials.
34. What are the various types of rewards?
35. What are the various fringe benefits offered to employees?
36. What is meant by Career? Outline the process of Career Planning clearly.
37. Is career planning important? Why?
38. What is Performance Appraisal? What are the needs of Performance Appraisal?
39. What are objectives of Performance Appraisal?
40. What is the importance of Performance Appraisal?
41. Define Quality Control. What are the features of Quality Control?
42. Explain how to develop quality control in organization.
43. What are the problems in quality control?
44. Write a note on occupational hazards?
45. Outline the causes of industrial accidents. How can accidents be avoided?
46. What is stress Management? What are causes of stress?
47. Define the term Personnel Research? Also appreciate the need for it.
48. What is Personnel Audit? List its objectives & outline its scope also.
49. What is Time Management? What are the uses of Time Management?

50. What is Human Resource Accounting? What are the advantages of Human Resource Accounting?

### **Part B**

1. Describe the importance of Human Resource Management.
2. Describe the role of Human Resource Manager in detail.
3. Explain Human Resource Information System.
4. Explain the role of trade union.
5. Explain the steps in Human Resource Planning.
6. Explain the recruitment process
7. Write a note on recruitment practices followed in Indian organization both in public and private sectors.
8. Explain the steps involved in selection procedure (Selection Process)
9. Write a note on
  - Psychological Test
  - Stress Interview
  - Application Blank
  - Personality Test
  - Reference Check
10. Selection is virtually a kind of elimination process. Comment
11. What is interview? Explain the different types of interview.
12. Briefly describe the concept of job analysis & explain the job analysis process
13. Briefly explain the various methods of job evaluation
14. Explain the training procedure in detail
15. Explain the various training methods in detail
16. What is Management Development Programme or Executive Development Programme? What are the different MDP methods?
17. Can training be evaluated? Why? How?
18. Training Programmes are helpful to avoid personnel obsolescence. Discuss.
19. You cannot develop managers. People either have the ability to manage or they don't. Do you agree or disagree? Discuss

20. Explain the methods of wage payment.
21. Discuss the incentive offers offered to the employee by the Indian organizations.
22. What is Career Development? Explain the steps involved in it.
23. Career Development is a waste of money for a company. All it does is raise employee's expectation & then frustrated, they quit. Do you agree or disagree?  
Discuss
24. Explain the Career Management Model in detail.
25. Explain the Career Planning Process.
26. Discuss the various stages in Career Development.
27. Write short notes on
  - Succession Planning
  - Mentoring
  - Career Goals
28. Explain the various traditional methods of Performance Appraisal
29. Explain the various modern methods of Performance Appraisal
30. Explain the various uses of Performance Appraisal
31. Write Short notes on
  - Promotion
  - Transfer
  - Demotion
  - Separation
32. Performance Appraisal be a two way street. Superior evaluates their subordinates and subordinate evaluates their superior. Do you agree or disagree? Discuss
33. What are the major problems that distort Performance Appraisal?
34. Performance Appraisal is not merely for appraisal but is for accomplishment & improvement of performance. Discuss
35. What is Quality of Work Life? Discuss some of the key issues in QWL
36. Quality Control in India is plagued by certain problems. Discuss, also suggest how to make Quality Control more effective.
37. Explain the various safety measures available for the employees in the organization.
38. Highlight the various legal provisions for Health.

39. If you were a safety director in an industrial establishment. How will you avoid accidents there in? Mention in order of importance.
40. Explain in how you manage stress.