

MODERATED AND EDITED QUESTION BANK

14 Marks Questions(Unit-I)

1. HRM is the function within an organization that focuses on direction for the employee that belongs to the organization. Discuss and light on the HRM functions.
2. HRM has great importance to develop the organization” justify Your Answer with illustration.
3. Evaluation of Human Resource Management is a difficult task. Do you agree with this statement. Justify your answer.
4. HRM focuses on improve the qualitative aspect in employee. Do you agree with this statement. Support your answer.
5. HRM has power to take new global challenges by providing the opportunities to enrich the employee skills, Elaborate the statement.
6. Discuss the challenges faced by Human Resource Management in 21st Century.
7. Explain the concept of HRM , & how it will helpful in changing Economy?
8. Discuss the the Concept of Human Resource Planning in detail
9. “Human Resource is the backbone of the organization” comment.
10. Human Resource Planning plays an important role for the survival and the growth of the organization. Discuss
11. “Present HR practices and policies are very prudential for economy” illustrate it.
12. Discuss various recruitment and selection strategies.
13. Discuss the Human Resource Planning Process in detail.
14. Describe three ways in which effective recruitment activities can help an organization to gain competitive advantage?
15. Why do most organizations usually fills positions higher than entry level jobs by mean of internal recruitment?
16. Human Resource Planning is the process of forecasting an organizations future demand for the supply of right type of people in right number. Explain in detail.
17. Discuss the role of e-recruitment in the overall recruitment strategy of an organization.

14 Marks Questions(Unit-II)

1. Discuss the concept of Human Resource Development keeping in view the present scenario.
2. What do you understand by performance appraisal? Discuss few methods of performance appraisal.
3. Explaining the concept of training and development. Discuss various methods of training.
4. Training and development is one and the same thing. Do you agree? Justify your answer.
5. Career planning is necessary for the growth of individual as well as organization. Comment.
6. Performance appraisal system and potential appraisal system is one and the same thing. Discuss with examples.
7. How can you relate Human resource development an organizational effectiveness? Discuss
8. Career planning and succession planning goes hand in hand. Comment
9. What is the succession planning? How do the organization plan for the succession of the employees.
10. what are the problems faced by an organizations in career planning and development. Suggest the measures for effective career planning and development.
11. " If we miss one meal in a day, then we will starve to death. the survival of the organization requires development throughout the ranks in order to survive,while training makes the organization more effective and efficient in its day to day operations." Comment.
12. How can objectivity be ensured in the evaluation of training?
13. On what principles should a training and development programme be built? Why should it be desirable to follow relevance principles of learning concept in operation of an employee training as well as management/executive development programme.
14. "Training need exist, when there is a gap between the present performance of employee or group of employees and the desired performance. The existence of this gap can be determined on the basis of skill analysis." Discuss
15. Successful candidate placed on jobs need training for perform their duties, effectively Explain and throw light on training techniques adopted by an organization.
16. " Performance Appraisal is not merely for appraisal but it for accomplishment and improvement of the performance" comment.
17. Evaluation the significance of performance appraisal in an Education Institute ?How would you make it more effective?
- 18.

14 Marks Questions (Unit-III)

1. What do you understand by Employee empowerment? Why it is important?
2. Explain in what ways employees are empowered and its possible outcomes,
3. Explain the similarities and differences between Maslow and Herzberg theory of motivation.
4. How do you clarify the motives, motivation and motivating? How does clear understanding of motivation helps managers.
5. Explain Maslow's theory of need hierarchy and relate it to Herzberg theory of hygiene. What are the similarities and differences?
6. Discuss Herzberg motivators –hygiene theory. Why these two factors are considered separate and distinct from each other? What is the major criticism of this theory?
7. What do you mean by worker's participation in management? Give a brief account of methods of workers participation in management.
8. What are the causes for the limited success of workers participation in management in India. Suggest measures to improve their performance.
9. What are the conditions essential for the success of workers participation in management?

14 Marks Questions (Unit-IV)

1. "High quality of work life is related to job satisfaction." Comment on it.
2. What do you understand by the concept of Quality of work life ? Discuss its relevance in Indian context.
3. Reward system helps to improve the quality of employees or workers life, how? Explain in brief.
4. Define and explain the concept of Organization development.
5. Maintaining human resource is a biggest challenge for HR manger in current scenario. Comment.
6. Explain in detail the concept ,Nature& Scope of Organization Development with different theories of Organization Development.
7. Discuss the Challenges for organization Development in detail.

14 Marks Questions (Unit-V)

1. Explain about the role of technology in knowledge management and discuss the difficulties faced in implementation of technology in Indian context.
2. “Knowledge culture enhancement programmes are just a eyewash to show corporate respect” justify choosing any one point.
3. What are the stages of knowledge management process? And explain promise of internet and the imperatives of the new age in brief
4. Why knowledge management is important in the context of organization? Explain some knowledge and skills which are needed in the organization
5. How knowledge can be created in the organization? What do you mean by knowledge management?
6. Explain the concept of SHRM in detail.