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Total No. of Pages : 01

Total No. of Questions : 08

PHD (Management)  
HUMAN RESOURCE MANAGEMENT  
Subject Code : PHD-904

Time : 3 Hrs.

Max. Marks : 100

INSTRUCTIONS TO CANDIDATES :

1. Attempt any FIVE questions out of EIGHT questions.
2. Each question carries TWENTY marks.

- Q1. What do you mean by Human Resource Management? Explain the transformation of Human Resource Management into a management function.
- Q2. Identify and discuss the three key elements of the human resources planning model and discuss the relationship among them.
- Q3. Differentiate between the performance appraisal and performance management. Also discuss the recent developments in the performance management.
- Q4. What are the causes of attrition of managerial personnel in modern day service and manufacturing organisations?  
Briefly explain the following :
- Q5. a) Developing and maintaining a positive psychological contract.  
b) Measuring training effectiveness.
- Q6. Discuss conceptual framework of quality of work life. State the strategies involved in improving QWL.
- Q7. Define industrial relations. Discuss the machineries for prevention and settlement of industrial disputes under the Industrial Disputes Act, 1947?
- Q8. Briefly explain the following :  
a) Reasons for Unethical Behaviour in the Organisations.  
b) HR Scorecard.