

**MASTER OF BUSINESS ADMINISTRATION  
(MBACT)**

**Term-End Examination**

**December, 2011**

**MCT-012 : HRM CHALLENGES AND  
DIRECTIONS**

*Time : 3 hours*

*Maximum Marks : 100*

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*Note : Attempt any five questions. All questions carry equal marks.*

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1. Underline the role of job evaluation in compensation management. 20
2. Employee health and safety is prime concern for an employee. Justify with special reference to the Factories Act, 1948. 20
3. Attrition is an emerging issue which organizations are facing today. Discuss the various methods to retain intellectual capital. 20
4. What is the HRD approach to Industrial Relations ? 20
5. Discuss the importance of Human Resource Information System in Recruitment and Development of people. 20

6. Discuss the appropriate method of performance appraisal system in an academic institution. 20
  7. Discuss monetary and non-monetary incentives in motivating the employees in a business organisation. 20
  8. "Managers are born and not made". Comment and discuss the significance of training. 20
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