1 (a) Highlight the difference between Personnel Management and Human Resource Management.  
(b) Explain Internal forces affecting the Human Resource Management environment.

OR

(b) Explain the concept of Job Design and discuss its various techniques

2 (a) Elaborate the various factors influencing Recruitment.  
(b) Define training. How does training benefit an organisation.

OR

2 (a) Briefly explain the process of selection.  
(b) What do you mean by term performance appraisal. Explain problems of Rating their performance.

3 (a) Discuss various approaches of employee remuneration.  
(b) Mr. Jay produces 680 units, Mr. Vijay produces 765 units and Mr. Ajay produces 935 units. Calculate earnings of employees as per Merrick Differential piece rate system. From the following information:  
(i) Standard Output : 850 units  
(ii) Piece Rate : Rs. 12  

OR

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3 (a) Explain the components of Executive Remuneration.

(b) Describe the principles of Fringe benefits.

4 (a) What do you mean by Orientation. Discuss the importance of an orientation programme in employee induction.

(b) Define labour welfare and explain the various approaches to the study of welfare.

OR

4 (a) Explain the term transfer, separation and demotion. What are the different types of transfer.

(b) Define Industrial Relations. Who are the parties to industrial relations. Explain their role in establishing Industrial stability and development.

5 Write short notes on: (any two)

(i) Job stress
(ii) Causes of Industrial Disputes
(iii) Trade Union Movement in India.
(iv) Job Evaluation.