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Roll No.....

Ph.D./PMIR/Sem II/168

**Ph.D. Course Work (Semester II)
Examination, 2014-15**

PMIR

(New Course w.e.f. July 2014)

Paper : PMCR-01

Human Resource Management & Development

Time : Three Hours

Full Marks : 100

*(Write your Roll No. at the top immediately on the
receipt of this question paper)*

Note: Answer **all** questions. Each question carries
20 marks.

1. How does classical personnel management differs from Human Resource Mangement. Why has the value of HRM elevated markedly in present the business environment ? Discuss.

OR

Describe the unique characteristics of human resource. Discuss the role of HRM in gaining competitive advantage of human capital.

2. Describe the salient trends that have emerged in the changing business environment. Discuss their implications for human resource management.

OR

Describe the objectives and goals of strategic human source management. Discuss the strategic role of HRM in achieving these goals.

3. Describe the characteristics and dimensions of strategic human resource management.

OR

Describe the salient features of Hard-Variant model of strategic Human Resource Management. Present a critical evaluation of this model.

4. Describe the various human resource practices adopted in "High Performance Work System". Discuss the employee-related outcomes of this system.

OR

Describe the salient characteristics of "Matching" model of human resource management.

5. Describe the salient characteristics and assumptions of resource-based model of strategic human resource management.

OR

Present an evaluation of human resource policies and practices prevailing in Indian work organisation suggest measures of improve the Indian HRM system.