

2022

PSYCHOLOGY — HONOURS

Paper : DSE-A-2

(Human Resource Management)

Full Marks : 50

*The figures in the margin indicate full marks.**Candidates are required to give their answers in their own words as far as practicable.*

1. Write notes on **any two** of the following (word limit for each answer is **300**) : 5×2
- (a) ✓ Objectives and features of HRD
 - (b) ✓ Uses of job analysis
 - (c) Manpower planning
 - (d) Techniques of Organizational Development (OD).
2. Answer **any one** of the following questions (word limit for each answer is **800**) :
- (a) ✓ Describe different methods of off-the-job training. 10
 - (b) Describe, in detail, interview as a selection device. 10
 - (c) What are the major determinants of organizational change? Describe the ways by which planned internal organizational change can be identified. 2+8
3. Answer **any two** of the following questions (word limit for each answer is **1000**) :
- (a) Explain what human resource management (HRM) is and how it relates to the management process. 15
 - (b) ✓ What is job analysis? Describe the techniques used for analysing jobs. 3+12
 - (c) Identify and discuss the different types of changes that business organizations face today. 15
 - (d) ✓ How is recruitment and selection related? Differentiate between internal and external recruitment. 7+8