



Student Roll No. 655

Master of Building Engineering & Management
II Year - III Semester

December 2022

BEM 3.05 HUMAN RESOURCE MANAGEMENT

Time: 2 hrs

Maximum Marks: 50

(The student should write his/her Roll No. on the top of the Question Paper immediately upon receipt)

NOTE:

1. Attempt any FIVE questions
2. All questions carry equal marks

(The student should write his/her Roll No. on the top of the Question Paper immediately upon receipt)

Q1. Explain the role of leadership in the effective management of human resources in project management organizations. How management team would lead their Project Management Organization. Explain how top management should be held accountable for the leadership role?

1
done

List down the classical and contemporary theories of motivation with their peculiar characteristics. Explain Herzberg's motivation-hygiene theory with respect to role of a Project Manager in a construction organization.

ERG Goal Evaluation
→

2
done

Write short notes on any TWO of the following:

Esteem & Actualize

- (a) Maslow's Need Priority Model and zeal for undertaking Leadership position
- (b) Role of Communication in Motivation, especially in multi-stakeholder construction projects

(c) Types of communication and how they take a prominent role in various stages of the project

Supervise - Sub Superior

done

Q4. What are the various types of Interpersonal Communication? Discuss the usefulness of Interpersonal Communication with respect to the growth of an organization. Explain ways to cultivate such skills in professional management positions.

Q5. How conducting training is beneficial to the project management organization towards its growth as well as for the employees? Explain the various steps for conducting training in an organization and assess its effectiveness.

Q6. Explain empathy and compassion in relation to an organization with suitable examples. Highlight major challenges for exercising empathy and compassion instead of sympathy in case of an organizational work environment.

Q7. What are the key components of Effective Listening? What is the importance of listening habits in an organizational work environment? How does listening completes the communication process. Illustrate in a construction project setting.

Q8. In a building construction project scenario, discuss employee empowerment as a motivational aspect of Project-level Human Resource Management. Can this be used an effective tool for motivation? Explain.

Admission

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Arturo Cuomo



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and managing organizational change programs *International Human Resource Management among companies in Finland and Estonia* Melanie Gasser,2020-03-11 Academic Paper from the year 2020 in the subject Leadership and Human Resources Miscellaneous grade 1 University of Applied Sciences Vorarlberg language English abstract In this paper nine questions concerning the article HRM is foreign affiliates A multiple case study among Estonian affiliates of Finnish companies were elaborated analyzed and interpreted During the course International Human Resources Management we got to know some interesting new topics We covered numerous topics starting with the differences between domestic HRM and IHRM the context of international HRM international strategies information about expatriates and much more In addition a practical relevance was always established We not only dealt with numerous interesting cases concerning the teaching content but also discussed possible examples of fellow students who were particularly suited to the respective topic area

Human Resource Management John M. Ivancevich,2001 Human Resource Management HRM takes a managerial orientation and is viewed as being relevant to managers in every unit project or team Managers are constantly faced with HRM issues problems and decision making and the text s primary goal is to show how each manager must be a human resource problem solver and diagnostician This book pays attention to the application of HRM approaches in real organizational settings and situations Realism understanding and critical thinking were important in the revision Users have continuously been satisfied with the consistent writing style and level of presentation

Human Resource Management (Question Bank for University of Delhi) Pearson Education,2013 This is a question bank which helps students prepare for examination

Best Papers Proceedings ... Annual Meeting of the Academy of Management Academy of Management,1995 Human resource management International Industrial Relations Association. World Congress,1992 Human Resource Management in Europe Manuel Simon,2007-01-20 Scientific Essay from the year 2006 in the subject Business economics Business Management Corporate Governance grade 96 Prozent Beijing Institute of Technology course Human Resource Management in International Firms language English abstract This paper analyzes in how far human resource management HRM of the United States of America USA will influence European HR practices When investigating the special features of American and European HRM it becomes obvious that the USA is characterized by low level of state interference and stronger emphasize on individualism In contrast in Europe greater involvement of the states and European supranational agencies as well as huge organizational and managerial responsibility towards employees is usual What is more trade unions have a high social legitimacy in Europe compared to the USA Nevertheless due to different cultural and institutional perspectives of the individual European countries it is difficult to define a common HRM model within Europe Hence the discussion of various regional clusters arose in recent years Although some European countries move towards directional convergence whether countries share the same trend final convergence whether countries are becoming more alike is still far from being realized Consequently it should be assumed that neither American HR practices will significantly influence European HRM nor that

Europe will lead towards convergence of a common model in the future Countries will continue to be different in their HR practices due to their unique cultural and institutional frameworks **Indian Journal of Industrial Relations** ,1996

Human Resource Information Systems (HRIS) Impact Analysis in the Bangladeshi Industries. Is it fruitful in actualizing competitive strategies? Samsul Alam,2022-11-09 Master s Thesis from the year 2015 in the subject Business economics Information Management grade 3 92 out of 4 00 University of Dhaka language English abstract In the modern fast paced economy competition is inevitable for commercial organizations that focus on providing services and products in highly dynamic and uncertain contexts There has been a significant amount of emphasis on how to provide the best service and the best product possible and how to do so by utilizing Human Resources HR This research highlights the competitive strategy concepts and models competitive advantages from Human Resource Information Systems HRIS and the relationship between them that have a major impact on the performance of the business as a whole In the discipline of HR strategic management comprehending how HRIS is connected to competitive strategies has emerged as a key research topic This study s main objective is to establish a connection between competitive strategies and HRIS as well as the applicability of such a relationship to organizational setting The study takes into consideration an extensive investigation of the HRIS implementation in contemporary technological based firms which employ competitive strategies for operating their business effectively and for accomplishing goal These strategies significantly affect how HRIS is implemented and how smoothly it operates and HRIS itself helps to maximize the advantages of these tactics These systems are never useful for exploiting competitive advantage except from knowledgeable individuals like analysts People will perform better and will help achieve both short term and long term goals if they are effectively managed and organized On the other side bad performance will occur if they are not adequately controlled This research provides a comprehensive overview of the HRIS used by organizations in Bangladesh that fall under the HR or People and Organization P O division We are aware that good management of an organization s HR is crucial to achieving efficiency and effectiveness in day to day operations This study provides the knowledge required to comprehend the HRIS which is essential for gaining a competitive edge In order to achieve a long term competitive advantage this research starts by identifying some of the data that will be essential for the final implementation of an HRIS The results of this study point to a lower to medium degree positive correlation between HRIS payoff and organizational competitive strategies but they also came to the conclusion that this correlation has little impact on business performance in Bangladesh **Preparing for an international HR Career** ,2019-01-10 Seminar paper from the year 2018 in the subject Leadership and Human Resources Miscellaneous grade 1 7 Leuphana Universit t L neburg language English abstract The central question that motivates this paper is How can one prepare for an international HR career To answer the research question this paper primarily focuses on the skills and abilities needed for a successful career in international HR management and how they can be acquired through individual career management The increasing

globalisation of business activities that is driven by rapid and extensive global communication rapid development and transfer of new technology decreased trade barriers knowledge sharing across borders increased travel and migration and exposure to new countries and cultures necessitates adaptation of all management functions in organizations and particularly impacts the policies and practices of their human resource HR management In consequence of the proceeding process of globalisation that refers to the ever increasing interaction interconnectedness and integration of individuals companies and cultures international HR management plays a critical role to the future success of organizations This requires developing and recruiting international HR professionals with the requisite skills and abilities to provide solutions for global HR problems such as training and development compensation and benefits or performance management However in a world of increasing change there has never been a greater need to identify what HR professionals must be know do and deliver to contribute more fully to their organizations

International Dimensions of Human Resource Management Peter Dowling,Randall S. Schuler,Denice E. Welch,1994 Provides guidance on the management of human resources in a multinational enterprise

Human Resource Management and Workplace Change Australia. Economic Planning Advisory Commission,1995 Explores a range of issues including the external and internal factors influencing the diffusion of HRM practices in Australia the changes which are actually occurring in workplace and management practices social justice implications and likely future directions

Human Resource Management News ,1995

Proceedings of the ASAIHL Seminar on Human Resource Management and ASAIHL Universities Kit Boey Chow,Somsong Patarapanich,1985

Government Capacity and the Hong Kong Civil Service John P. Burns,2004 This book examines in detail the political context within which the civil service operates including the role of the central government in Hong Kong SAR civil service policy making the changing leadership role of Hong Kong s administrative elite and attempts by the government to boost executive accountability since 2002

Human Resource Management Nquestion Papers Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the ability of words has be more evident than ever. They have the capability to inspire, provoke, and ignite change. Such may be the essence of the book **Human Resource Management Nquestion Papers**, a literary masterpiece that delves deep in to the significance of words and their effect on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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