

## Human Resource Management (HRM)

PAST PAPERS: **PUNJAB UNIVERSITY**

Code: HR-211

### Short Questions

PAST PAPER 2015

**1. What is scope of Human resource management?**

The scope of HRM is very wide: **Personnel aspect**-This is concerned with manpower planning, recruitment, selection, placement, transfer, promotion, training and development, layoff and retrenchment, remuneration, incentives, productivity etc

**2. Enlist various techniques/ approaches to perform job analysis**

Observation method

Individual interview method

Group interview method

Structured questionnaire method

Technical conference method

Diary method

**3. Why employment opportunity equal is important for an organization**

The EEO principle helps employees to feel treated equally and fairly.

This greatly promotes other factors in HRM, such as employee engagement, improved performance, customer satisfaction, etc.

**4. Describe how safety and health programs can be administrated in organization**

Identify the safety training needs

Set training goals

Have workplace safety learning activities

Identified speaker and trainer, venues and other resources

Conduct the safety training

**5. Differentiate recruitment and selection**

**Recruitment** is the process of finding candidates for the vacant position and encouraging them to apply for it. **Selection** means choosing the best candidate from the pool of applicants and offering them the job. **Recruitment** is a positive process aimed at attracting more and more job seekers to apply.

# Human Resource Management Past Exam Papers

**Marco Cascella**



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