



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

Write short notes on any TWO of the following:

Esteem & Actualize

2 ~~done~~

- (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

3 ~~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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Fundamentals of Human Resource Management Talya Bauer,Berrin Erdogan,David Caughlin,Donald Truxillo,2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace Creating the Competitive Edge through Human Resource Applications Richard J. Niehaus,Karl F. Price,2012-12-06 This volume is the proceedings of a symposium entitled Creating the Competitive Edge Through Human Resource Applications which was held at Salve Regina College Newport Rhode Island on Jtm e 16 19 1987 The meeting was sponsored by the Research Coomitee of the Human Resource Plarming Society HRPS In developing the agenda the Research Committee built upon the format of the first HRPS research symposium on Strategic Human Resource Plarming Applications held at the University of Pennsylvania in 1985 The intent in both meetings was on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting has sessions on 1 Reshaping the Organization for the Twenty first Century 2 Coping with Major Organizational Change 3 Organization Downsizing 4 Evaluating the Human Resource Function and 5 The Impact of Corporate Culture on Future Human Resource Practices Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains twenty one of these papers along with an introductory paper A short summary is also provided at the beginirming of each major subdivision into which the papers are arranged *Economics Division Working Papers* ,1994 White Paper on Human Resource Management in the Public Service South Africa. Department of Public Service & Administration,1997 Economics Working Papers John Fletcher,1978 Index of Conference Proceedings British Library. Document Supply Centre,1999 **Human Resource Strategies for Organizations in Transition** Human Resource Planning Society. Research Symposium,1990-04-30 This volume is the proceedings of a symposium entitled Human Resource Strategies for Organizations in Transition which was held at Salve Regina College Newport Rhode Island on May 30 June 2 1989 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee built upon the format of the previous HRPS research symposia The intent in these meetings is on

the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting has sessions on 1 Reshaping the Organization for the Twenty first Century 2 Coping with Major Organizational Change 3 Organization Downsizing 4 Evaluating the Human Resource Function and 5 The Impact of Corporate Culture on Future Human Resource Practices Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains twenty one of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged

Human Capital Distribution, Technological Progress, and Economic Growth Oded Galor, Daniel Tsiddon, 1994

Papers and Discussions Presented Before the [Coal] Division American Institute of Mining, Metallurgical, and Petroleum Engineers, 1917

Diversity, Issues and Challenges Wesley A. Scroggins, 2010

Historical and Other Papers and Documents Illustrative of the Educational System of Ontario Ontario. Department of Education, 1911

Addresses and Papers, 1926

Historical and Other Papers and Documents Illustrative of the Educational System of Ontario ...: 1856-1872 John George Hodgins, 1911

Defense White Paper, 1990

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2018-11-29 Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics by Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo introduces students to the fundamentals of talent management with integrated coverage of data analytics and how they can be used to inform and support decisions about people in an organization Features tied to SHRM competencies and data exercises give readers hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Engaging examples illustrate key HRM concepts and theories which brings many traditional HRM topics concepts to life Whether your students are future managers or future HR professionals they will learn best practices for managing talent across the lifecycle in the changing workplace

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