

Ba/Psy-602 (B)

2024

(6th Semester)

PSYCHOLOGY

(Honours)

Paper : PSY-UG-602 (b)

(Human Resource Management)

Full Marks : 70

Pass Marks : 45%

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Elucidate the concept, nature and scope of Human Resource Management. 2+6+6=14

Or

Discuss the rationale of Human Resource Development. Outline the component system of Human Resource Development. 4+10=14

24L/643

(Turn Over)



(2)

2. What is person specialization? Discuss the way in which person specification can be set out. Outline the fivefold grading system.

1+9+4=14

Or

Elucidate in detail the different processes and types of recruitment. Discuss briefly the structured psychometric interview. 10+4=14

3. Discuss in detail the difference between Domestic Human Resource Management and International Human Resource Management. 14

Or

Outline the activities under International Human Resource Management. Outline the cultural factors that influence cultural formation of behaviour. 7+7=14

4. Elucidate in detail the policies and practices in the multinational enterprise. 14

Or

Discuss in detail the convergence and divergence issue faced in the International Firms. Discuss the International Approach to Human Resource Management. 9+5=14

24L/643

(Continued)



(3)

5. "HR as a competitive advantage." Discuss this phrase in detail. Use suitable example to support your statements. 14

Or

Elucidate in detail the reinvention of HR function. Discuss the ways of managing people in global market. 9+5=14
