

M.E. First Semester (Civil Engineering (Construction Engg. & Manag.)) (CGS)  
**13067 : Elective : Human Resource Management in Construction Industry**  
**1 CM 05**

P. Pages : 2

Time :



**AU - 3348**

Max. Marks : 80

- Notes :
1. Due credit will be given to neatness and adequate dimensions.
  2. Assume suitable data wherever necessary.
  3. Use of pen Blue/Black ink/refill only for writing the answer book.

**SECTION - A**

1. a) Explain the role and challenges to overcome personnel management. 7  
b) What do you mean by acquisition of human resources ? 7

**OR**

2. a) Explain in detail job analysis methods. 7  
b) What are the assessing requirements in the human resource management in construction industry ? 7
3. a) State the procedure involved in discrete selection process. 7  
b) What is the importance of selection devices in HRMC ? 6

**OR**

4. a) Explain shortly the necessity of background investigation. 6  
b) Describe in brief about the realistic job previews. 7
5. a) State the need of employee training & learning. 7  
b) Explain shortly about the evaluating training effectiveness. 6

**OR**

6. a) What are the importance of job enrichment and job rotation ? 6  
b) Explain in detail about the training methods in human resource management. 7

**SECTION - B**

7. a) State the importance of performance appraisal. 7  
b) What are the factors affecting the performance appraisal ? 7

**OR**

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|----|----|--|---|
| 8. | a) | Explain in brief rewarding with it types.                | 7 |
|    | b) | State the criteria for reward distribution.              | 7 |
| 9. | a) | State the importance of communication & counselling.     | 7 |
|    | b) | Write a short note on "Employment - at - will Doctrine". | 6 |

**OR**

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|-----|----|--|---|
| 10. | a) | State the importance of communication filters.     | 7 |
|     | b) | Explain in brief Johari's Window.                  | 6 |
| 11. | a) | What do you mean by employee morale and attitude ? | 7 |
|     | b) | Explain in brief downsizing and workforce quality. | 6 |

**OR**

- |     |    |   |   |
|-----|----|---|---|
| 12. | a) | Explain in brief about the seniority and age effect.    | 7 |
|     | b) | What are the social and administrative considerations ? | 6 |

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