

**BACHELOR OF ARTS
(VOCATIONAL) MICRO, SMALL
AND MEDIUM ENTERPRISES
(BAVMSME)**

Term-End Examination

June, 2026

**BERG-172 : HUMAN RESOURCE
MANAGEMENT AND INDUSTRIAL RELATIONS
IN MSMEs**

Time : 3 Hours

Maximum Marks : 100

Note : (i) Answer any **five** questions.

(ii) All questions carry equal marks.

1. (a) Distinguish between Human Resource Management (HRM) and personnel management. 10

- (b) Briefly describe any *five* components of Human Resource Management (HRM).

10

2. Describe the roles and responsibilities of HR Managers. Give appropriate examples. 20
3. What are the two major components of career development process ? Elaborate its activities. 20
4. (a) What is the main difference between the underlying assumption of Industrial Relations (IR) and Organisational Development (O. D.) ? 10
- (b) What can be the core approaches for developing top management, middle management and union Industrial Relations (IR) management ? 10
5. (a) What are the main objectives of Industrial relations ? 10
- (b) Discuss the role of the main actors of Industrial Relations. 10

6. (a) Briefly describe five important factors for performance appraisal in Micro, Small and Medium Enterprises (MSMEs). 10
- (b) Describe how Recruitment, Selection and Employer-Employee issues are performed in Micro, Small and Medium Enterprises (MSMEs). 10
7. (a) State the objectives of Human Resource Planning and describe the process of HRP with illustrations. 10
- (b) Describe the problems in Human Resource Planning (HRP) and state measures to overcome them. 10

× × × × ×