

Seat No.	
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**M.E. (Civil) (Construction and Management) (Part-I)**  
**(Semester-I) Examination, May-2017**  
**HUMAN RESOURCE DEVELOPMENT IN CONSTRUCTION**  
**(Elective-I)**  
**Sub. Code : 34323**

Day and Date : Wednesday, 24-05-2017

Total Marks : 100

Time : 10.00 a.m. to 1.00 p.m.

- Instructions :
- 1) Question No. 4 and 8 are compulsory.
  - 2) Out of remaining attempt any Two questions from each section.
  - 3) Figures to the right hand side indicate full marks.

**SECTION-I**

- Q1) a)** Explain the different functions of HR manager in construction industry? [8]  
b) Discuss the status of labours in construction field. [8]
- Q2) a)** Explain in brief the process of job analysis. [8]  
b) What are the objectives of formulating human resource plans? [8]
- Q3) a)** What are the different methods of data gathering as a source of recruitment in construction industry? [8]  
b) Explain with suitable example how will you determine the skill requirement of construction personnel. [8]
- Q4) Write short notes on any THREE. [18]**
- a) Structure of HR department in construction
  - b) Job specification
  - c) Internal and external recruitment
  - d) Forecasting personnel needs.

**P.T.O.**

**SECTION -II**

- Q5) a)** What are the various training methods? Which methods you think appropriate to construction industry? Discuss. [8]
- b)** How will you evaluate the effectiveness of training? Describe. [8]
- Q6) a)** Define organizational development. Describe the phases of organizational development. [8]
- b)** Enlist the different methods of Performance Appraisal. Explain any one method in detail. [8]
- Q7) a)** Describe in brief the various aspects of management of Health an Safety at construction project site. [8]
- b)** What do you know about Compensation System? Discuss. [8]
- Q8) Write short notes on any THREE. [18]**
- a) Job Evaluation
  - b) Contract Labour Act
  - c) Collective Bargaining
  - d) Trade Union Act

