REV-01
MBA/25/05

2025/05

SET D

MASTER OF BUSINESS ADMINISTRATION
SECOND SEMESTER
HUMAN RESOURCE MANAGEMENT-II
MBA – 202

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

(Objective)

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: *1×20=20*

1. 'No demand to finish the production, hence slow work by the workmen' is a disadvantage of _____ wage method.
   a. Time rate
   b. Piece rate
   c. Debt rate
   d. All the above

2. Which is not a nature of SHRM?
   a. Associated with Goal Setting
   b. Interrelated with Business Strategies
   c. Foster Corporate Excellence Skills
   d. Short-Term Focus

3. Which is right with the Employees' role of SHRM?
   a. Morale, Commitment, Productivity & Competence
   b. Morale, Commitment, Satisfaction & Loyalty
   c. Commitment, Productivity, Satisfaction & Profitability
   d. Morale, Commitment, Productivity & Cash flow

4. 'Level of Education' comes under which challenge of HRM?
   a. Trends in the nature of work
   b. Globalisation
   c. Workforce Diversity
   d. None above

5. Which is not a component of HRM according to David Guest theory of Evolution of HRM?
   a. Personnel Policies
   b. High Commitment
   c. High Quality
   d. Flexibility

6. Which is not a Common factor that affecting Recruitment?
   a. The rate of growth of organization
   b. Company size
   c. Recruiting Policy of the organization
   d. Cultural, Economic & Legal factors

7. _____ process is the determination of the job to which an accepted candidate is to be assigned and his assignment to do that job.
   a. Recruitment
   b. Man power planning
   c. Orientation
   d. Placement

8. Which is not a recent trend in Recruitment?
   a. Selection
   b. Outsourcing
   c. Poaching
   d. E-Recruitment

9. 'Various agencies can be used to recruit people for the organization' is known as _____.
   a. Third party method
   b. Direct method
   c. Indirect method
   d. Both a & b

10. Which is not true with Training?
   a. Increased Productivity
   b. More supervision required
   c. Higher employee moral
   d. Less Wastage

11. Which is true with General Principles of Training?
   a. Requirement of Training Objective
   b. Individual consideration
   c. Motivation to trainees
   d. All the above

12. Which is not a Off-the-job training?
   a. Vestibule Training
   b. Classroom Training
   c. Apprenticeship
   d. Role Playing

13. Which is a modern method of Performance Appraisal?
   a. Confidential Report
   b. Check Lists Method
   c. 360 degree performance appraisal
   d. Grading system

14. _____ is the division of the total tasks to be performed into the manageable and efficient units'positions, departments and divisions, to provide for their proper integration.
   a. Job-Design
   b. Job-Specification
   c. Job-Description
   d. Job-Analysis

15. _____ provides a systematic linking of each position to several others.
   a. Up Promotion
   b. Out Promotion
   c. Multiple Chain Promotion
   d. Dry Promotion

16. Which is not an example of Non-monetary benefit?

a. Variety of non-monetary prizes
b. Recognition
c. Acknowledgement
d. Incentive pay

17. Which is not a category of Fringe Benefit?

a. Pension and group insurance
b. Performance linked reward
c. Legally required payments
d. Festival bonus

18. In which year Walton has contributed Mutulity Concept of HRM?

a. 1983
b. 1984
c. 1985
d. None of above

19. Which is not a component related to relevance of HRM in today's context?

a. Commitment
b. Competence
c. Congruence of Objectives
d. Creator

20. 'HRM must increase employees' job satisfaction to the fullest extent' –is a _____ objective.

a. Individual
b. Organisational
c. Functional
d. Societal

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Descriptive

Time: 2 hr. 30 mins. **Marks: 50**

[Answer question no.1 & any four (4) from the rest]

1. Define the term 'Human Resource Management'. Explain various functions of Human Resource Management. Write various Role of Human Resource Management in an organisation. 1+6+3=10

2. Mention different types of Significance of Human Resource Management. Explain Social significance as well as Professional significance of HRM. 2+4+4=10

3. Define Recruitment. Write various Recruitment needs in an organisation. Explain the process of Recruitment usually adopted in an organisation. 1+3+6=10

4. a. Write any two objectives as well as the steps of a Induction Procedure. 5+5=10
   b. Mention any two essential as well as three Significances of a Selection Procedure

5. a. 'There exist some advantages of Training'- Explain those. 5+5=10
   b. Explain any five types of On-the-job Training.

6. Define Performance Appraisal. Write any three needs of Performance Appraisal. Explain stepwise process of Performance Appraisal usually adopted in an organisation. 1+3+6=10

7. Define Wage & Salary. Explain the wage determination process with the help of a diagram. Write any three advantages of Time-rate methode of wage payment. 1+1+5+3=10

8. What do you understand by Strategic HRM? Write any three Challenges of SHRM. Explain the model of Strategic HRM. 1+3+6=10

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