REV-00 MBA/20/26

MASTER OF BUSINESS ADMINISTRATION Second Semester HUMAN RESOURCE MANAGEMENT (MBA – 203)

Duration: 3Hrs.

Part-A (Objective) =20 Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Full Marks: 70

Answer any *four* from *Question no.* 2 to 8 *Question no.* 1 is compulsory.

 Define the term 'Human Resource Management'. Write different objectives of Human Resource Management. Explain the Social Significance of HRM.

(2+3+5=10)

- Discuss the function of HR management in present day organizations. Write any five challenges faced by HRM. (5+5=10)
- 3. Discuss the need of Human Resource planning. Explain the steps in HRP process.

(5+5=10)

- 4. What do you understand by Performance Appraisal? Explain the process of Performance Appraisal usually adopted in an organization. Write a typical 'Performance Appraisal Summary'. (2+3+5=10)
- 5. Discuss the difference between Training and Development. Define career planning.Write the objectives of training in an organization. (4+2+4=10)
- 6. Explain the wage determination process. Write any five factors that influence wage and salary structure in organization. (5+5=10)
- What is Recruitment? Write any three objectives of Recruitment. Explain the selection process adopted in an organization. (2+3+5=10)

2017/06

Define Job Evaluation. Write any three principles of Job Evaluation. Explain the advantages of Piece Rate system of wage payment. (2+3+5=10)

REV-00 MBA/20/26

9. Which are the ways to get information related to 'Emotional Maturity'? a. Application Bank, Biography, and Test 2017/06 b. Biography, Employment records and Test c. Application Bank, Biography, and Employment records MASTER OF BUSINESS ADMINISTRATION d. Application Bank, Employment records and Test **Second Semester** 10. Which is not a process of External source of Recruitment? **HUMAN RESOURCE MANAGEMENT** a. Employee Referrals b. Transferring to new job (MBA - 203)c. Advertising d. Scouting Marks - 20 **Duration: 20 minutes** 11. Which is not an example of Off-the-job Training? (PART A - Objective Type) a. Associations b. Role Playing d. Conference c. Case Study I. Choose the correct answer: $1 \times 20 = 20$ 12.'Identifying and choosing the selection criteria' is in Model Procedure for Effective 1. Which is not a component of HRM according to David Guest? Personnel Selection. b. High Commitment a. Strategic Integration a. First Step b. Second Step c. Focus on responsibilities d. Flexibility c. Third Step d. Fourth Step 2. The HRM concepts were contributed by Michigan School in 13."The determination of the job to which an accepted candidate is to be assigned is known a. 1983 b. 1984 c. 1985 d. 1990 as a. Career Planning b. Induction Program 3. 'Making maximum utilization of the resources in an effective manner'- is an aim of d. Selection c. Placement significance. a. Social b. Professional 14. "Supply and demand of specific skills in the labor market" is an example of c. Individual d. None above recruitment. a. Internal factor b. External factor 4. 'Mutuality concept' of HRM has been given by c. Common factor d. None above b. Keith a. Harvard c. David Guest d. Walton 15. Which are the modern techniques of Recruitment? a. Head-hunting, Tele-recruitment, Walk-in, and Advertising 5. In which level we can see 'Program of Economic Development' as an example? b. Tele-recruitment, Walk-in, Advertising and Consult-in b. National Level a. Industry Level c. Head-hunting, Walk-in, Advertising and Consult-in c. Individual Level d. Sector Level d. Head-hunting, Tele-recruitment, Walk-in, Consult-in 6. It is a standard of personnel and designates the qualities required for an acceptable 16.Gross Pay is an example of compensation. performance. a. Direct b. In direct a. Job Analysis b. Job Description d. None above c. Fringe benefits d. Job Design c. Job Specification 17. Which is that problem of Performance Appraisal where the appraisers rate other the same way 7. "It is a process of determining relative worth of the various jobs within the organization, so he perceives himself? that the differential wages may be paid to the jobs of different worth". a. Halo Effect b. Similarity Error b. Job Description a. Job analysis d. Miscellaneous Biases c. Social Differentiation c. Job specification d. Job evaluation 18. What is another name of 'labor'? 8. The monthly rate paid to administrative and professional employees is known as a. White Collar worker b. Green Collar worker a. Wage b. Salary d. Black Collar worker c. Blue Collar worker d. Incentives c. Gross Pay

of

19. Which are the 'Traditional Methods' of Performance Appraisal?

- a. Straight Ranking Method, Critical incidence, Assessment Centre, Human Asset Accounting Method
- b. Critical incidence, Assessment Centre, Human Asset Accounting Method, Check List
- c. Straight Ranking Method, Critical incidence, Check Lists, Grading
- d. Critical incidence, Human Asset Accounting Method, Check List, Grading
- 20.In which method of wage calculation there is a disadvantage of having more chance of deterioration in the quality of the work?
 - a. Piece rate system c. Debt method
- b. Time rate system d. Balance method



University of Science and Technology, Meghalaya			Date Stamp: @
SESSION: 2016-17 COURSEPAPER Code: NAME OF THE PAPER: SEMESTER			
Instructions to Candidates 1. This answer booklet has 4 pages. Please check before	For Objective Type Questions		Session: 2016-17
writing whether it is complete or in good condition.2. Do not write your name anywhere in the answer booklet.	Page No.	Marks	Course Roll No
 Write legibly on both sides of the paper You may use some space for any rough notes or calculation 			Enrollment No
on the answer booklet if you need. These rough notes, calculations must be scored out before submitting the answer booklet.			Name of the Paper
 Do not bring any book or loose paper in the examination hall. 	Total		Paper Code
6. Do not tear any page from the answer booklet.	For Descriptive Type Questions		and the second second
7. Do not write anything on the question paper or blotting paper or any pieces of paper while you are in the examination hall.	Question No.	Marks	
8. Any act of indiscipline or misbehavior in the examination hall will result in your expulsion.			
9. No examinee is allowed to leave the examination hall until30 minutes lapse after the commencement of the examination.		1997 1997	
10. Additional answer sheet will be supplied after the main answer booklet is completed.			
	Total Grand Total		

Scrutinizer's Signature