

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

**Duration: 3Hrs.**

**Full Marks: 70**

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

**(PART-B: Descriptive)**

**Duration: 2 hrs. 40 mins.**

**Marks: 50**

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

1. Define the term 'Human Resource Management'. Write different objectives of Human Resource Management. Explain the Social Significance of HRM.  
(2+3+5=10)
2. 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)
7. What is Recruitment? Write any three objectives of Recruitment. Explain the selection process adopted in an organization.  
(2+3+5=10)

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

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Duration: 20 minutes

Marks – 20

**(PART A - Objective Type)**

**I. Choose the correct answer:**

**1×20=20**

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

