

**MASTER OF SOCIAL WORK**  
**Third Semester**  
**HUMAN RESOURCE MANAGEMENT & DEVELOPMENT**  
**(MSW – 16 B)**

**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 *five* of the following questions:**

1. Write your concept of Human Resource Management. What are the factors influencing HRM? (5+5=10)
2. What is Human resource planning? Explain the need for manpower planning. (5+5=10)
3. Write about the ethics of HRM. Do you feel the need for following the ethics and why? (4+6=10)
4. Write a note on job analysis and job description. (5+5=10)
5. What is recruitment? Explain internal and external recruitment. (3+7=10)
6. What is induction training? Write briefly the need for induction training. (3+7=10)
7. Write short note on job evaluation and performance appraisal. (5+5=10)
8. Write your concept of Human Resource Development. Explain briefly about types of training programmes. (3+7=10)

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10. Fast decisions can be taken when the organization practices:
- a. SHRM
  - b. HRD
  - c. HRM
  - d. All of the above
11. Which is a factor of job evaluation?
- a. Skill
  - b. Efforts
  - c. Working condition
  - d. All of these
12. Which of the following is not a method of off the job training?
- a. Sensitivity
  - b. Seminar
  - c. Under study
  - d. Conferences
13. "seed plot" is a Latin word which means:
- a. Mentoring
  - b. Planning
  - c. Seminar
  - d. Training
14. People cast in the role of contributors to production are called:
- a. Capitalist
  - b. Land owners
  - c. Human resources
  - d. Consumers
15. Wide range of abilities and attributes possessed by people are called as:
- a. Management
  - b. Human resources
  - c. Entrepreneur
  - d. Intreprenuer
16. Deployment of which resource is difficult to master?
- a. Human
  - b. Land
  - c. Capital
  - d. Natural
17. Quality oriented organization primary concern centers around:
- a. Coordination
  - b. Communication
  - c. Human resources
  - d. Discipline
18. Quality goals require alignment with:
- a. Production
  - b. Human resources
  - c. Finance
  - d. Purchase
19. Demand for hum resources and management is created by
- a. Expansion of industry
  - b. Shortage of labour
  - c. Abundance of capital
  - d. Consumer preferences
20. Management function arises as a result of:
- a. Consumer preferences
  - b. Abundance of capital
  - c. Expansion of industry
  - d. Shortage of labour

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