

**BACHELOR OF COMMERCE [HONS]
SIXTH SEMESTER [SPECIAL REPEAT]
HUMAN RESOURCE MANAGEMENT
BCM – 601**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Human Resource Management is the amalgam of:
a. Job analysis, recruitment and selection b. Social behaviour and business ethics
c. Organizational behaviour, personal management and industrial relation d. Employer and employee
2. The biggest challenge to Human Resource Management is:
a. Control the groups b. Bring in co-ordination
c. Integrate the individual and organizational objective d. Restrict group information
3. Operative function of HRM includes:
a. Procurement, development, compensation and motivation b. Maintenance
c. Integration and emerging trends d. All the above
4. The concept of Human Resource Management has been evolved from.....
a. Human relation b. Personnel management
c. Organizational behaviour d. None of these
5. Human Resource Management emphasis on
a. Development of people b. Punishment of people
c. Adoption of people d. None of these
6. is the process of collecting job related information.
a. Job analysis b. Job design
c. Job evaluation d. None of these
7. Which of the following is an element of job specification?
a. Materials to be used b. Hazards
c. Location d. Physical skills
8. Poor quality of selection will add extra cost on
a. Training b. Recruitment
c. Work quality d. None of these
9. is the tool used to assess the employee retention.
a. Cost and benefit b. Culture
c. Longevity d. All of these

10. Which of the following comes under on-the-job training method?
 - a. Apprenticeship
 - b. lecture
 - c. Audio-visuals
 - d. Program instruction
11.is a planned effort aimed at improving the job related competencies of an employee.
 - a. Development
 - b. Training
 - c. Education
 - d. All of these
12. Management development program includes.....
 - a. Action learning
 - b. Management games
 - c. Staff meeting
 - d. All of these
13. Training refers to the process of impartingskills.
 - a. Specific
 - b. General
 - c. Important
 - d. Overall
14.is the formal and systemic modification of behaviour through learning.
 - a. Training
 - b. Education
 - c. Instruction
 - d. All of these
15. Which of the following is not a component of employee health and safety?
 - a. Accident prevention
 - b. Employee well being programs
 - c. Marketing strategies
 - d. None of these
16. The primary purpose of a grievance handling and redressal mechanism is
 - a. To improve employer-employee relation
 - b. To increase industrial disputes
 - c. To reduce employee productivity
 - d. To eliminate employee
17. Which of the following is not an emerging job opportunity in HRM?
 - a. Data analyst
 - b. Sustainability manager
 - c. Social medial influencer
 - d. Talent acquisition specialist
18.is called "payment by results".
 - a. Allowance
 - b. Claims
 - c. Fringe benefits
 - d. Incentives
19. Which of the following is a strategy of job design that increases depth in the job and involves qualitative change in the job profile?
 - a. Job rotation
 - b. Job enrichment
 - c. Job engagement
 - d. Job enlargement
20. The purpose of job evaluation is
 - a. Fixation of worth of the job
 - b. Taking transfer decision
 - c. Taking decisions relating to duties
 - d. None of these

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. What is training? Discuss the different training methods. 2+8=10
2. Analyse the stages of evolution of Human Resource Management. 10
3. What is Human Resource Planning? Explain the different quantitative techniques involved in manpower forecasting. 2+8=10
4. Define performance appraisal. Elaborate upon the various quantitative techniques of manpower forecasting. 2+8=10
5. What is Compensation? Discuss the various components of compensation. 2+8=10
6. What do you mean by job evaluation? Describe the importance of job evaluation in an enterprise. 4+6=10
7. Examine the different determinants of performance-based compensation. 10
8. Write short notes on (*any two*): 5×2=10
 - a) VRS
 - b) Performance Management
 - c) Promotion
 - d) Potential Appraisal
 - e) Employee Counselling

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