

**MASTER OF BUSINESS ADMINISTRATION  
SECOND SEMESTER [SPECIAL REPEAT]  
HUMAN RESOURCE MANAGEMENT-II  
MBA – 202**

**SET  
A**

**[USE OMR SHEET FOR OBJECTIVE PART]**

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

Marks: 20

**(Objective)**

*Choose the correct answer from the following:*

*1 × 20 = 20*

- 'HRM should employ the skills and the abilities of the workforce efficiency' - it is an \_\_\_\_\_ objective of HRM.  
a. Organizational  
b. Functional  
c. Individual  
d. Societal
- Which is not a component of HRM concept according to Fomburn?  
a. Reward  
b. Performance Management  
c. Fring Benifit  
d. Development
- In which year Walton has contributed Mutuality Concept of HRM?  
a. 1984  
b. 1985  
c. 1983  
d. None above
- Which is not a component related to relevance of HRM in today's context?  
a. Change management  
b. Competence  
c. Commitment  
d. Personality
- 'Occupational distribution in a country' is an example of \_\_\_\_\_ level man power planning.  
a. National  
b. Sector  
c. Industry  
d. Individual
- Which is the fourth step of Human Resource Planning Process?  
a. Deciding objectives of Human Resource Planning  
b. Do Job Analysis and Job Description  
c. Developing a Human Resource Plan  
d. Auditing Human Resources
- \_\_\_\_\_ recruitment need arises due to various changes in an organization, ex - retirement, expansion and diversification.  
a. Planned  
b. Anticipated  
c. Unexpected  
d. Uncontrollable
- Which is not an Internal Factor of Recruitment?  
a. Recruiting Policy of the organization  
b. Number of employees required  
c. Supply & demand of specific skills in the labor market  
d. Cost involved in recruiting employees

9. Which is an external technique of Recruitment?
  - a. Transfer
  - b. Promotion
  - c. Walk-in
  - d. Advertising
10. "Advertisement in the newspaper, on the radio and television are used to publicize vacancies and thereby getting suitable candidates"- and this method of recruitment is known as \_\_\_\_\_ method.
  - a. Direct
  - b. Indirect
  - c. Third Party
  - d. None of the above
11. Which is not a recent trend of Recruitment?
  - a. Selection
  - b. Outsourcing
  - c. Poaching
  - d. E-Recruitment
12. Which is not true with Training?
  - a. Increased Productivity
  - b. Less Wastage
  - c. Higher employee moral
  - d. More supervision required
13. Which is not an on-the-job training?
  - a. Coaching
  - b. Mentoring
  - c. Conference
  - d. Position Rotation
14. Which is a modern method of Performance Appraisal?
  - a. Confidential Report
  - b. Check Lists Method
  - c. Nominations
  - d. Assessment Centre
15. Which is the third step of Performance Appraisal Process?
  - a. Measure Actual Performance
  - b. Establish Performance Standards
  - c. Compare actual Performance with Standard
  - d. None of the above
16. \_\_\_\_\_ is a tendency to evaluate a person on the basis of only one trait or characteristic.
  - a. Central Tendency
  - b. Similarity Error
  - c. Halo Effect
  - d. Psychological Block
17. \_\_\_\_\_ is a procedure by which detailed information is obtained about a job.
  - a. Job Description
  - b. Job Specification
  - c. Job Design
  - d. Job Analysis
18. Which is not a category of Fringe Benefit?
  - a. Legally required payments
  - b. Pension and group insurance
  - c. Performance linked reward
  - d. Festival bonus
19. Which is not a component of role of SHRM related to employees?
  - a. Moral
  - b. Commitment
  - c. Competence
  - d. Loyalty
20. Which is an Aim of SHRM?
  - a. To develop strategic competencies
  - b. To formulate Business strategy
  - c. To achieve integration
  - d. All the above

**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Define Human Resource Management. Explain the differences between Human Resource Management & Personnel Management. Explain various Roles of Human Resource Management. 2+4+4=10
2. What do you understand by Human Resource Planning? Mention various Needs for Human Resource Planning. Explain various functions of Human Resource Management. 2+3+5=10
3. What do you understand by Sources of Recruitment? "There exist various Internal & External sources of Recruitment" -Justify. Mention recent trends in Recruitment. 1+6+3=10
4. Define Selection. Explain the Selection Process that usually adopted in an organization. Mention various significance of a Selection Procedure. 1+6+3=10
5. Explain the differences between 'Training' & 'Development'? Write various Steps in Systematic Training Plan. "Many disadvantages can be seen while conducting Training program in an organization"- Explain. 2+5+3=10
6. a) Define Promotion. Explain various types of Promotion. 5+5=10  
b) Explain the essential of an effective Performance Appraisal system.
7. Explain the objectives of Wage & salary administration from employees' perspectives. Define Piece rate system. Write its advantages & disadvantages. 3+1+3+3=10
8. What do you understand by Strategic HRM? Mention the Nature of SHRM. Briefly explain the Scope of SHRM-Level-I & Level-II. 1+3+3+3=10

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