

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

**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

- Which is not a component of HRM concept according to Michigan School?
a. Selection b. Reward
c. Appraisal d. Promotion
- In which year Walton has contributed Mutuality Concept of HRM?
a. 1983 b. 1984
c. 1985 d. 1986
- According to American Society for Training and Development (1983)-'Assuring healthy inter and intra-personal relationship and helping groups to initiate & manage change' come under.....
a. Training & Development Focus b. Organizational Development Focus
c. Human Resource Planning Focus d. Organisational or Job Design Focus
- 'HRM should employ the skills and the abilities of the workforce efficiency' -is aobjective.
a. Individual b. Functional
c. Organisational d. Social
- Which is not a component related to relevance of HRM in today's context?
a. Personality b. Change management
c. Motivation d. Competence
- 'Program of Economic Development in a country' is an example of.....level man power planning.
a. National b. Sector
c. Industry d. Individual
- Which is not a Need for HRM Approach?
a. To get better industrial Relations b. To reduce organisational commitment
c. To cope up with changing environment d. To Change in Political Philosophy
- 'Developing a Human Resource Plan' is.....in Human Resource Planning method.
a. Second step b. Third step
c. Fourth Step d. Fifth step

9. Recruitment need arises due to various changes in an organization, ex –retirement, is known as.....
- | | |
|---------------|-------------------|
| a. Planned | b. Anticipated |
| c. Unexpected | d. Uncontrollable |
10. Which is not a modern technique of Recruitment?
- | | |
|-----------------|-----------------------|
| a. Head-hunting | b. Tele-recruitment |
| c. Scouting | d. Business alliances |
11. Which is not a recent trend of Recruitment?
- | | |
|--------------|------------------|
| a. Selection | b. Outsourcing |
| c. Poaching | d. E-Recruitment |
12. "The determination of the job to which an accepted candidate is to be assigned is known as....."
- | | |
|--------------------|----------------|
| a. Placement | b. Recruitment |
| c. Career Planning | d. Orientation |
13. Which is not a significance of Selection Procedure?
- | | |
|--------------------------------------|-----------------------------------|
| a. Procurement of skilled workers | b. Solution to personnel problem |
| c. Reduction in the cost of training | d. To conduct Orientation Program |
14. Which is a modern method of Performance Appraisal?
- | | |
|------------------------|-----------------------|
| a. Confidential Report | b. Check Lists Method |
| c. Nominations | d. Assessment Centre |
15. Which is not an example of off-the-job Training?
- | | |
|-----------------------|-----------------|
| a. Classroom training | b. Coaching |
| c. Conference | d. Role Playing |
16. Which is wrong with training?
- | | |
|--|---------------------------------|
| a. It is a short term process | b. It is a long term process |
| c. It is designed for Technical people | d. It gives technical knowledge |
17. 'Preparing training budget' is the.....in Model Procedure for Effective and systematic training plan.
- | | |
|---------------|----------------|
| a. First step | b. Second step |
| c. Third step | d. Fourth step |
18. Which is that problem of Performance Appraisal where evaluation of a person done on the basis of only one trait or characteristics?
- | | |
|---------------------------|-------------------------|
| a. Halo Effect | b. Similarity Error |
| c. Social Differentiation | d. Miscellaneous Biases |
19. Gross Pay is an example of.....compensation.
- | | |
|-----------|----------------------|
| a. Direct | b. Indirect |
| c. Fringe | d. None of the above |

20. Which step does not come under SHRM process?

- a. Scanning the environment
- b. Identifying the sources of competitive advantages
- c. Training and development
- d. Monitor and evaluate the process

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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

- | | |
|---|--------------|
| 1. Define Human Resource Management. Write any three differences between HRM & Personnel Management. Explain various functions of Human Resource Management. | 1+3+6=10 |
| 2. a) 'There exist some limitations of HRM'- Explain those.
b) Explain various need for Human Resource Planning. | 5+5=10 |
| 3. Define Recruitment. Mention the names of various source of Recruitment. Explain the merit and demerit of Internal source of Recruitment. Write various methods of Recruitment. | 1+1+3+3+2=10 |
| 4. Define Selection. Explain various steps in the Selection Process that usually adopted in an organisation. Write three Essential of a Selection Process | 1+6+3=10 |
| 5. a) Define Orientation. Write the steps in Induction Procedure.
b) Define Training. Explain any four disadvantages of Training. | 5+5=10 |
| 6. What do you understand by the word 'Performance Appraisal'? Write any three Objectives of Performance Appraisal. Explain the Steps of Performance Appraisal Procedure. | 2+3+5= 10 |
| 7. What do you understand by Fringe Benefits? Mention various features of Fringe Benefits. Explain the objectives of Fringe Benefits. | 2+3+5=10 |
| 8. a) What is Time Rate system? Write a few advantages of Time Rate system.
b) 'There are some Aims of SHRM' Justify. | 5+5=10 |

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