

MASTER OF BUSINESS ADMINISTRATION
FIRST SEMESTER
HUMAN RESOURCE MANAGEMENT-I
MBA – 103
[USE OMR FOR OBJECTIVE PART]

2024/12

**SET
A**

Duration: 3 hrs.

Full Marks: 70

Time: 20 min.

Marks: 20

1×20=20

(Objective)

Choose the correct answer from the following:

1. Which of the following is not a stage of Group formation?
 - a. Adhesiveness
 - b. Storming
 - c. Norming
 - d. Performing
2. Unity of Command means _____
 - a. Each employee should receive orders from one boss only
 - b. There should be Unity among the employees
 - c. There should be one boss for one set of operation
 - d. None of the above
3. Which of the following is not a technique of Scientific management of F. W Taylor?
 - a. Separation of Planning and doing
 - b. Rule of Thumb should be replaced by science
 - c. Differential Piece wage rate System
 - d. Functional Foremanship
4. Which of the following is known as Father of Human Relation Approach?
 - a. F.W Taylor
 - b. Elton Mayo
 - c. Robert Owen
 - d. Henry Fayol
5. In the phase of 'Latent Conflict', which of the following symptom is visible between the two parties?
 - a. Conflict can be visible
 - b. The conflicting parties go for compromise
 - c. Conflict cannot be visible
 - d. None of the above
6. The style of leadership where complete freedom of operation is given is called ____
 - a. Autocratic
 - b. Participative
 - c. Laissez Fair
 - d. None of the above

7. Job Enrichment means ____
 - a. Informal adding of jobs
 - b. Formal adding of jobs
 - c. Horizontal adding of jobs
 - d. Vertical adding of jobs
8. Which of the following factor is having influence on Group cohesiveness?
 - a. Nature of the group members
 - b. Size
 - c. Role of the group members
 - d. All of the above
9. Which theory assumes that people are naturally lazy and will avoid work and responsibilities if possible?
 - a. Theory X
 - b. Theory Y
 - c. Theory Z
 - d. None of the above
10. Which of the following is not a by-product of Job analysis?
 - a. Job evaluation
 - b. Job specification
 - c. Job description
 - d. None of the above
11. 'Differential piece rate system' concept was proposed by which of the following person?
 - a. Robert Owen
 - b. F W Taylor
 - c. Henry Fayol
 - d. Elton Mayo
12. 'Unity is Strength'-this concept is known as in 14 principles of Henry Fayol ____
 - a. Team work
 - b. Esprit de corps
 - c. Group
 - d. None of the above
13. Bureaucratic management theory is based on ____
 - a. Scientific decision
 - b. Effective management principles
 - c. Clearly defined rules and regulations
 - d. None of the above
14. Policies can be defined as ____
 - a. Guidelines
 - b. Rules and regulations
 - c. Process
 - d. Programmes
15. What is the ideal size of a group?
 - a. 0-5 members
 - b. 5-7 members
 - c. 5-10 members
 - d. None of the above
16. Which of the following is not an actor of Industrial Relations?
 - a. Employee
 - b. Employer
 - c. Government
 - d. Council of Ministers

17. Which of the following organisational design is being followed when there is various projects use to be going on along with normal functions of the organisation?
- a. Functional Organisation
 - b. Project Organisation
 - c. Matrix Organisation
 - d. Divisional Organisation
18. Which of the following is correct with learning?
- a. Learning leads change
 - b. Learning leads change in behavior
 - c. Learning leads change in behaviour, attitude, and perception.
 - d. None of the above.
19. Which of the following is one the main dimension of Green HRM?
- a. Data analytics
 - b. Preserving knowledge capital
 - c. International HRM
 - d. None of the above.
20. Which of the following is not a concerned area for Industry 4.0 under Innovation in management?
- a. Sustainability
 - b. Value
 - c. People
 - d. Technology

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(Descriptive)

Time: 2 hr. 40 mins.

Marks: 50

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

1. Explain the various organisational structure and their impact in success of organisation. 10
2. Discuss briefly the various techniques of Job Design. Highlight with brief explanation the emerging challenges of personnel management. 5+5=10
3. Discuss the various findings of Human Relation Approach that based on Hawthorne experiment. Explain the various stages of group development. 6+4=10
4. Briefly explain the various sources of arising organisational conflict and also discuss the different conflict management techniques. 5+5=10
5. What do you mean by Learning? Explain the theories of Learning with example. 2+8=10
6. According to you which theory of motivation has found greatest impact now a days amongst the employees and organisation. Justify your answer. 10
7. Explain the process of Perception. Discuss the most influencing theory of Leadership according to you. 6+4=10
8. Write short notes: 5+5=10
 - a. Green HRM
 - b. Employer branding