

(PART-B : Descriptive)

Time : 2 hrs. 40 min.

Marks : 50

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

1. What do you understand by Human Resource Management? Explain the Objectives of Human Resource Management". Giving importance to 'Social significance of HRM' is necessary for the overall development of the society- Explain. 2+3+5 =10
2. Write the challenges faced by Human Resource Management in today's world.Explain various functions of HRM. 5+5=10
3. Define Human Resource Planning. Mention any four benefits of HRP. 'Human resource planning must be done in every level for a country's progress'- explain. 2+4+4 =10
4. Define recruitment. Explain the advantages and disadvantages of Internal recruitment. Justify-"As promotion is based on seniority, hence there is a danger of not choosing really capable people". 2+5+3 =10
5. Mention the differences between 'Training' and 'Development'. 'Companies spend lots of money for giving training to employees'- why? Explain the training process. 2+3+5 =10
6. Define Performance Appraisal. Explain the process of performance appraisal. 'It is good for the organization if they can adopt 360 degree performance appraisal method to evaluate their employees'- why? Explain. 2+4+4 =10
7. What do you understand by the word salary and wage? Explain the wage determination process with the help of a diagram. Write any six factors that influence the wage and salary structure of an organization. 2+5+3 =10
8. Write on 'Time rate' and 'Piece rate' system of wage determination. Explain their advantages. 'There is more chance of deterioration in the quality of the work in Piece rate wage system'- Justify. 1+1+3+3 +2=10

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MASTER of BUSINESS ADMINISTRATION
SECOND SEMESTER
HUMAN RESOURCE MANAGEMENT
MBA -203

(Use Separate Answer Scripts for Objective & Descriptive)

Duration : 3 hrs.

Full Marks : 70

(PART-A : Objective)

Time : 20 min.

Marks : 20

Choose the correct answer from the following:

1×20=20

1. 'Maintaining the dignity of the employee as a Human Being'- is an aim of _____ significance.
a. Social b. Professional
c. Individual d. Economical
2. According to American Society for Training and Development (1983)-'Determining the organization's major HR needs, strategies and philosophies' come under _____.
a. Training & Development Focus b. Job Design Focus
c. Organizational Development Focus d. Human Resource Planning Focus
3. Which is not a component of HRM according to Michigan School (1984).
a. Selection b. Appraisal
c. Ethics d. Reward
4. David Guest has contributed the Concept of HRM in the year _____.
a. 1987 b. 1985
c. 1992 d. 1991
5. HRM does not view an employee as a _____ person.
a. Economic b. Social
c. Mechanical d. Psychological
6. 'Occupational Distribution' is a factor of man power planning at _____ level.
a. Sector b. Individual
c. National d. Industrial
7. The written record of the duties & responsibilities and requirements of a particular job is known as _____.
a. Job Analysis b. Job Description
c. Job Design d. Job Specification
8. Under which content of Job analysis the location of the job, its physical setting, supervision etc. comes?
a. Significant characteristics of a job b. Workers' specification
c. Job Relationship d. Job Identification

9. 'Auditing Human Resources' is _____ in Human Resource Planning method.
- First step
 - Second step
 - Third step
 - Fourth step
10. 'Political & Legal considerations such as reservation of jobs for SC, ST etc.' a _____ factor of recruitment.
- Internal
 - External
 - Both
 - None above
11. Which is not an internal technique of recruitment?
- Advertising
 - Promotion
 - Transfer
 - Up-gradation
12. Which process must be conducted in the organization to minimize the "Reality shock"?
- Recruitment
 - Induction
 - Placement
 - Selection
13. Which is not an example of Off-the-job Training?
- Lectures
 - Conference
 - Associations
 - Role Playing
14. Which must not be the purpose of training in the organization?
- To increase productivity
 - To improve quality
 - To improve health & safety
 - To reduce employees Personal growth
15. Which is not a parameter to measure Performance Appraisal in an organization?
- Timeliness
 - Cost effectiveness
 - Need for supervision
 - Close relationship with top level management
16. Under which condition the initiation of 'Corrective action' required in performance appraisal method?
- If positive deviation occurs between standard given and actual performance.
 - If negative deviation occurs between standard given and actual performance.
 - If no deviation occurs between standard given and actual performance.
 - None above
17. Which is not a traditional method of performance appraisal?
- Graphic Rating Scales.
 - Forced Choice Description Method.
 - Assessment Centre
 - Forced Distribution Method.

18. The tendency of a manager to appraise an employee depends on one single characteristics is known as _____.
- Leniency or Strictness error
 - The Central Tendency error
 - Halo Effect error
 - Similarity error
19. 'Wage' usually refers to the hourly rate or daily rate paid to _____ in the organization
- White-collar employee
 - Blue-collar employee
 - Black-collar employee
 - None above
20. Which category of service does not come under Fringe benefits?
- Pension and group insurance and welfare payments
 - Performance linked rewards
 - Paid rest periods, lunch periods
 - Payment for time not worked- vacations & holidays

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