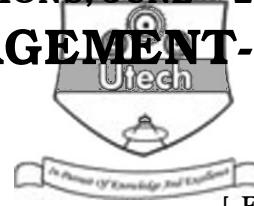


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**ENGINEERING & MANAGEMENT EXAMINATIONS, JUNE - 2009**  
**HUMAN RESOURCE MANAGEMENT-I**  
**SEMESTER - 4**



Time : 3 Hours ]

[ Full Marks : 70

**GROUP - A**

**( Multiple Choice Type Questions )**

1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10

i) Which one of the following is not a manpower demand forecasting method ?

a) Work study technique

b) Managerial Judgment

c) MBO

d) Ratio trend Analysis.

ii) Who developed the Systems Model of Industrial Relations ?

a) Gandhi

b) Dunlop

c) Marx

d) Kerr.

iii) There are various levels of workers participation in management decision making. Which one of the following is not a level of workers participations ?

a) Informative

b) Consultative

c) Participative

d) Regulative.

iv) Which one the following is not a industrial dispute settlement machinery under ID Act, 1947 ?

a) Conciliation Officer

b) Board of Conciliation

c) Industrial Tribunal

d) Collective Bargaining.



v) The major factors affecting HRP are

- a) types and quality of forecasting information
- b) time horizon
- c) types and strategy of organization
- d) all of these.



vi) Full form of TQM is

- a) total quantity management
- b) total qualification of manager
- c) total quality management
- d) none of these.

vii) Which one is not the step in Recruitment ?

- a) Planning
- b) Strategy development
- c) Employee maintenance
- d) Evaluation and control.

viii) Training does not involve

- a) Knowledge
- b) Skill
- c) Attitude
- d) Cultural life.

ix) Industrial Dispute Act was passed in India in the year of

- a) 1946
- b) 1947
- c) 1948
- d) 1949.

x) The first organized trade union is

- a) AITUC
- b) CITU
- c) INTUC
- d) UTUC.



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xi) Career planning programme involves

- a) individual assessment and need analysis
- b) organizational assessment and opportunity analysis
- c) career counseling
- d) all of these.



xii) MDP is

- a) Management divide programme
- b) Management disturbance programme
- c) Management development programme
- d) All of these.

**GROUP – B**

**( Short Answer Type Questions )**

Answer any *three* of the following.

3 × 5 = 15

2. What are the objectives of performance appraisal ?
3. What do you mean by on-the-job training programme ?
4. What are the various types of disciplinary actions that are administered in response to indiscipline by employees ?
5. Discuss in brief the structure of trade unions in India.
6. What are the major principles of wage & salary administration ?



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**GROUP – C**

**( Long Answer Type Questions )**

Answer any *three* of the following.



3 × 15 = 45

7. What do you mean by the term Human Resource Management ? What are the importances and objectives of HRM in the present day scenario of different organizations ? 3 + 12
8. Explain the various steps of the HRP process. What do you understand by HR supply forecasting ? What is Manpower Inventory ? 8 + 4 + 3
9. What are the causes of Industrial Disputes ? What are the different methods to settle the Industrial disputes ? What is collective bargaining ? 6 + 6 + 3
10. What is the difference between Education and Development ? Bring out the steps in the training and development process. What is simulation ? 3 + 9 + 3
11. Write the short notes on any *three* of the following : 3 × 5
- a) Assessment Centres
  - b) Labour Welfare
  - c) MBO
  - d) Job rotation
  - e) Employment interview
  - f) Process of selection.

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END