HUMAN RESOURCE MANAGEMENT-I (SEMESTER - 4)

CS/BBA(H), BIRM, BSCM/SEM-4/BBA-405/09

1.	Signature of Invigilator															
2.	Re Signature of the Officer-in-Charge	eg. No.														
	Roll No. of the Candidate															
	CS/BBA(H), ENGINEERING & MA												2009	 ,		
	HUMAN RESOURC	e ma	NA	G	EN	IEI	NT	-I	(S	EN	/IE	ST	ER	- 4	.)	
Tin	ne: 3 Hours]												[Fı	ıll M	Iarks	s : 70

INSTRUCTIONS TO THE CANDIDATES :

- 1. This Booklet is a Question-cum-Answer Booklet. The Booklet consists of **32 pages**. The questions of this concerned subject commence from Page No. 3.
- 2. a) In **Group A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **against each question**.
 - b) For Groups B & C you have to answer the questions in the space provided marked 'Answer Sheet'. Questions of Group B are Short answer type. Questions of Group C are Long answer type. Write on both sides of the paper.
- 3. **Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
- 4. Read the instructions given inside carefully before answering.
- 5. You should not forget to write the corresponding question numbers while answering.
- 6. Do not write your name or put any special mark in the booklet that may disclose your identity, which will render you liable to disqualification. Any candidate found copying will be subject to Disciplinary Action under the relevant rules.
- 7. Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.
- 8. You should return the booklet to the invigilator at the end of the examination and should not take any page of this booklet with you outside the examination hall, **which will lead to disqualification**.
- 9. Rough work, if necessary is to be done in this booklet only and cross it through.

No additional sheets are to be used and no loose paper will be provided

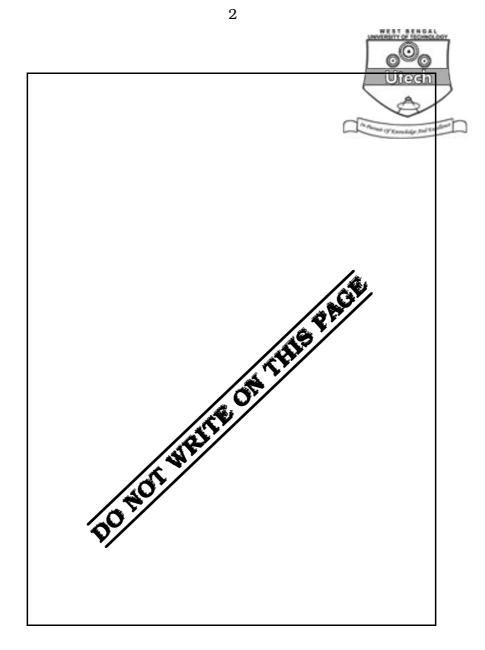
FOR OFFICE USE / EVALUATION ONLY Marks Obtained

	Group – A									Group – B Group – C							
Question Number																Total Marks	Examiner's Signature
Marks Obtained																	

Head-Examiner/Co-Ordinator/Scrutineer

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[Full Marks: 70

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

Time : 3 Hours]

GROUP – A

(Multiple Choice Type Questions)

1.	Choo	Choose the correct alternatives for any <i>ten</i> of the following :											
	i)	Which one of the following is not a manpower demand forecasting met											
		a)	Work study technique	b)	Managerial Judgment								
		c)	MBO	d)	Ratio trend Analysis.								
	ii)	Who	strial Relations ?										
		a)	Gandhi	b)	Dunlop								
		c)	Marx	d)	Kerr.								
	iii)	The	re are various levels of workers	particip	pation in management decis	sion making.							
		Whi	ch one of the following is not a l	evel of	workers participations ?								
		a)	Informative	b)	Consultative								
		c)	Participative	d)	Regulative.								
	iv)	Whi	ch one the following is not a in	dustria	al dispute settlement mach	ninery under							
		ID A	Act, 1947?										
		a)	Conciliation Officer	b)	Board of Conciliation								
		c)	Industrial Tribunal	d)	Collective Bargaining.								
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- 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
 - individual assessment and need analysis a)
 - organizational assessment and opportunity analysis b)

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- c) career counseling
- d) all of these.
- xii) MDP is
 - Management divide programme a)
 - b) Management disturbance programme
 - Management development programme c)
 - All of these. d)

GROUP – B

(Short Answer Type Questions)

Answer any three of the following. $3 \times 5 = 15$

- $\mathbf{2}.$ 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

Answer any *three* of the following.

(Long Answer Type Questions)

 $3 \times 15 = 45$

 3×5

- 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
- 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 :
 - a) Assessment Centres
 - b) Labour Welfare
 - c) MBO
 - d) Job rotation
 - e) Employment interview
 - f) Process of selection.

END

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