	Utech
Name:	
Roll No.:	To depart by Knowledge Staff Explained
Invigilator's Signature :	

CS/BBA (H)/BIRM/BSCM/SEM-4/BBA-405/2010 2010

HUMAN RESOURCE MANAGEMENT - I

Time Allotted: 3 Hours Full Marks: 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP – A (Multiple Choice Type Questions)

			· -		•		
1.	Cho	Choose the correct alternatives for any ten of the following:					
					10	× 1 = 10	
	i)	The objective of is to whether the candidate is willing or able to do the job sincerely and is suitable to the organization.					
		a)	recruitment	b)	selection		
		c)	interview	d)	induction.		
	ii) is the problem of stimulating the candida apply for a job in the organization.				dates to		
		a)	Induction	b)	Selection		
		c)	Recruitment	d)	None of these.		
	iii)	orac	technique cle.	is named	after an ancien	t Greek	

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d)

b) Ratio trend analysis

None of these.

Work study

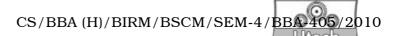
Delphi

a)

c)

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	_			(Unegn		
iv)	Forecasting of human recourse begin with curren					
	human resource inventory called					
	a)	Human resource audit	(b)	HRIS		
	c)	HRP	d)	VRS.		
v)	relates to information relates to asset					
	proc	luction, marketing etc				
	a)	HRIS	b)	MIS		
	c)	HRP	d)	None of these.		
vi)	The	system of recruitmen	t wh	iere existing employees		
	refer their family members is called					
	a)	Departmentation	b)	Employee referrals		
	c)	Rating	d)	None of these.		
vii)	training is also called T-group training.					
	a)	Sensitivity	b)	Transactional analysis		
	c)	Delphi	d)	None of these.		
viii)	Which of the following is not the step of Recruitment?					
	a)	Planning				
	b) Strategy developmentc) Employee maintenance					
	d)	Evaluation and contro	l.			
ix)	Characteristics of Collective bargaining is					
	a)	Bipartite process				
	b)	Discontinuous process	8			
	c)	Static process				
	4)	Not related with power				



- x) Which of the following is not an ethical principle of participation?
 - a) Mortality
 - b) Natality
 - c) Loss of self-respect
 - d) Recognition of human dignity.
- xi) Indian Labour Conference was held in
 - a) 1957

b) 1947

c) 1997

- d) 1978.
- xii) Which of the following is not a modern performance appraisal technique?
 - a) 360 degree appraisal
- b) MBO method
- c) Confidential method
- d) HRA method.

GROUP - B

(Short Answer Type Questions)

Answer any *three* of the following.

 $3 \times 5 = 15$

- 2. State the differences between personnel management and human resource management.
- 3. What do you mean by HRP process?
- 4. Differentiate between recruitment and selection.
- 5. What is job analysis? State its advantages.
- 6. What are the causes of industrial disputes?

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GROUP - C

(Long Answer Type Questions)

Answer any three of the following.



- 7. a) Distinguish between training and development.
 - b) Discuss the major types of managerial training and development.
- 8. Explain the different steps of selection. Discuss various types of interview. 8 + 7
- 9. "Performance appraisal fails due to personal biases". Discuss the statement in the light of errors in performance appraisal. Discuss any two modern methods of performance appraisal.

7 + 8

- 10. Discuss the essentials of a sound wage and salary structure. What are the different types of wage incentive plans? What do you mean by fringe benefits? 5 + 5 + 5
- 11. a) Explain the machinery for prevention and settlement of industrial disputes in India.
 - b) Write a note on the role of trade unions in an organisation. 10 + 5

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