



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/BBA (H)/SEM-5/BBA-503/2009-10**

**2009**

**HUMAN RESOURCE MANAGEMENT - II**

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. Choose the correct alternatives for the following :  $10 \times 1 = 10$ 
  - i) BIFR stands for
    - a) Board for Industrial and Financial Reconstruction
    - b) Board for Industrial and Final Reconstruction
    - c) British for Industrial and Financial Reconstruction
    - d) British and Indian Financial Reconstruction.
  - ii) Objectives of HRM is/are
    - a) societal
    - b) organizational
    - c) functional
    - d) all of these.
  - iii) HRP stands for
    - a) Human Resource Planning
    - b) Human Recruitment Process
    - c) Human Resource Programme
    - d) Human Resource Project.



- iv) HRIS stands for
  - a) Human Resource Information System
  - b) Human Resource Industrial System
  - c) Human Resource Industrial Scheme
  - d) Human Resource Information Scheme.
- v) The 'Managerial Grid' leadership style was developed by
  - a) Blake & Mouton
  - b) Fred Fiedler
  - c) McClelland
  - d) Herzberg.
- vi) The levels of manpower planning are
  - a) organizational plant level
  - b) department level
  - c) top level
  - d) all of these.
- vii) The approaches of Job design are
  - a) Traditional approach
  - b) Scientific management approach
  - c) Human relation approach
  - d) All of these.
- viii) PAQ is a
  - a) Structure job analysis questionnaire
  - b) Unstructured job analysis questionnaire
  - c) Instrument for analyzing management job
  - d) None of these.



- ix) There are two philosophies of recruitment which is
- a) traditional
  - b) realistic
  - c) conventional
  - d) both (a) & (b).
- x) MBO is a
- a) motivational technique
  - b) training tools
  - c) machine
  - d) company.

**GROUP – B**  
**( Short Answer Type Questions )**

Answer any *three* of the following. 3 × 5 = 15

2. Write a note on Out-Bound training.
3. What is Worker's Education Scheme ?
4. Write a note on Multi-Skilling.
5. What is competency mapping ?
6. State the importance of HRM audit.

CS/BBA (H)/SEM-5/BBA-503/2009-10



**GROUP – C**  
**( Long Answer Type Questions )**

Answer any *three* of the following.  $3 \times 15 = 45$

7. a) Explain the term mentoring. 4 + 5 + 6  
b) What are the functions of mentoring ?  
c) Discuss the outcomes of mentoring. 4 + 5 + 6
8. Define Strategic Human Resource Planning. Explain the Strategic HRP procedural steps with the help of a diagram. 5 + 10
9. Write short notes on any *two* of the following :  $2 \times 7 \frac{1}{2}$   
a) Job description  
b) Job specification  
c) Demand forecasting  
d) Supply forecasting.
10. What do you understand by Human Resource Audit ? Give a detailed account of the Human Resource Audit Process. 5 + 10
11. “Sensitivity training is an experimental approach to training”.  
— Examine the above statement emphasizing on the objectives, process, merits and demerits of sensitivity training. 15

