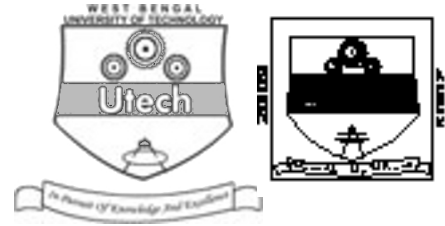


**CS/HM (SUPPLE)/SEM-5/BHM-505/09
HUMAN RESOURCE MANAGEMENT (SEMESTER - 5)**



1.
Signature of Invigilator

2.
Signature of the Officer-in-Charge

Reg. No.

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Roll No. of the Candidate

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**CS/HM (SUPPLE)/SEM-5/BHM-505/09
ENGINEERING & MANAGEMENT EXAMINATIONS, AUGUST – 2009
HUMAN RESOURCE MANAGEMENT (SEMESTER - 5)**

Time : 3 Hours]

[Full Marks : 70

INSTRUCTIONS TO THE CANDIDATES :

- 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.
- In **Group – A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **against each question**.
 - 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.
- Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
- Read the instructions given inside carefully before answering.
- You should not forget to write the corresponding question numbers while answering.
- 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.
- Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.**
- 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**.
- 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

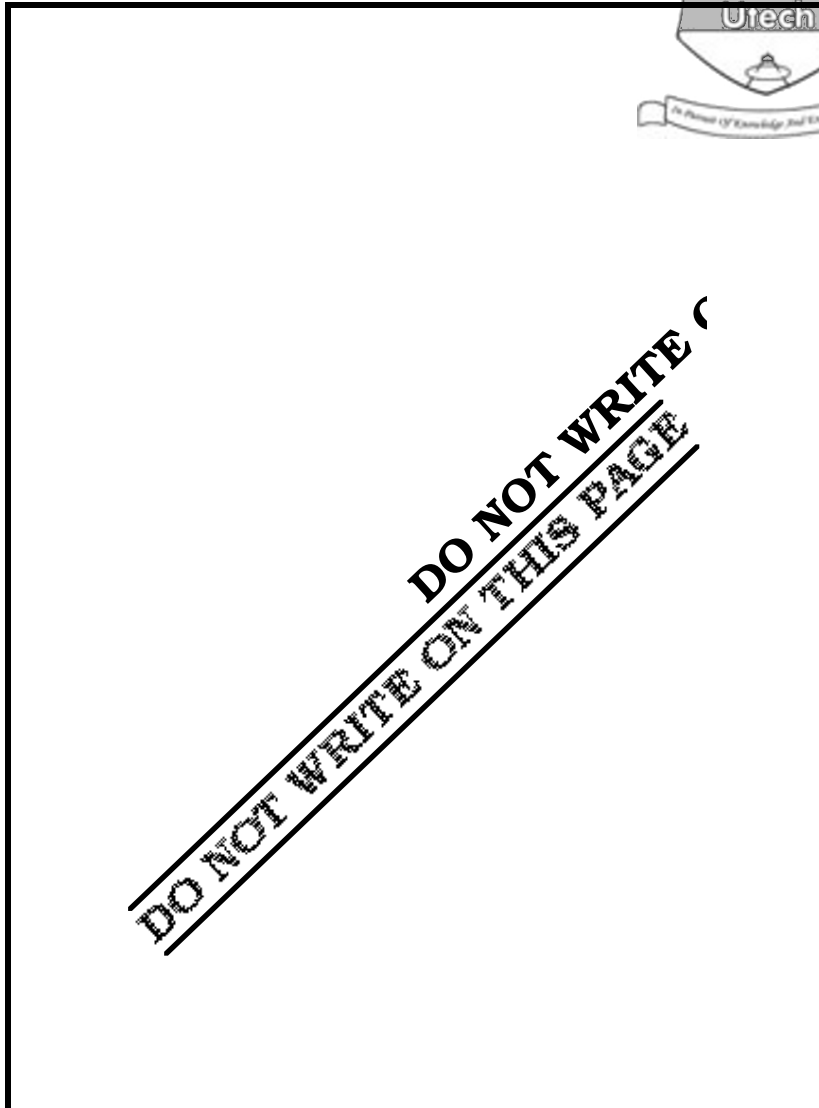
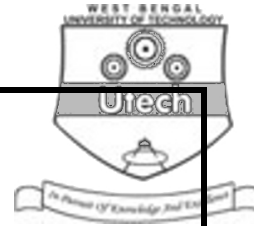
FOR OFFICE USE / EVALUATION ONLY

Marks Obtained

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

.....
Head-Examiner/Co-Ordinator/Scrutineer

S-54054 (21/08)





CS/HM (SUPPLE)/SEM-5/BHM-505/09
HUMAN RESOURCE MANAGEMENT
SEMESTER - 5



Time : 3 Hours]

[Full Marks : 70

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for the following : 10 × 1 = 10
- i) Which of the following does not come under Social Objectives of HRM ?
- | | | |
|---------------------|-------------------|--------------------------|
| a) Legal Compliance | b) Benefits | |
| c) T & D | d) None of these. | <input type="checkbox"/> |
- ii) SHRM stands for
- | | | |
|---------------------|----------------------|--------------------------|
| a) Society for HRM | b) Supporters of HRM | |
| c) both (a) and (b) | d) none of these. | <input type="checkbox"/> |
- iii) Demand forecast comes under
- | | | |
|--------------------------|------------------------|--------------------------|
| a) factors of HR | b) HR planning process | |
| c) HR information system | d) HRM. | <input type="checkbox"/> |
- iv) Selection decision is made after
- | | | |
|--------------------------------------|--|--------------------------|
| a) Reference and background analysis | | |
| b) Physical examination | | |
| c) Employment interview | | |
| d) none of these. | | <input type="checkbox"/> |



v) To 'develop the person in the role' organizations conduct

- | | |
|----------------|-----------------|
| a) Recruitment | b) Job rotation |
| c) Training | d) Placement. |



vi) In *Sequential Job*, activities of one worker depends on the activities of

- | | |
|--------------------|---------------------------|
| a) only one worker | b) all the fellow workers |
| c) project teams | d) none of these. |

vii) Experience, Seniority, Initiative, Achievement are the

- | | |
|-----------------------|------------------|
| a) basis of Promotion | b) Transfer |
| c) PA | d) all of these. |

viii) Transfer helps to

- a) increase the productivity of the employees
- b) motivate employees
- c) all of these
- d) none of these.

ix) Trade Union Act was amended on

- | | |
|---------|-------------------|
| a) 1943 | b) 1923 |
| c) 1924 | d) none of these. |

x) MBO was evolved by

- | | |
|------------------|------------------|
| a) Henry Fayol | b) F. W. Taylor |
| c) Peter Drucker | d) none of them. |

**GROUP – B****(Short Answer Type Questions)**Answer any *three* of the following.

3 × 5 = 15

2. Distinguish between transfer and promotion.
3. What do you mean by 360° appraisal ?
4. State the statutory provisions for safety in a hospital.
5. State the effective ways to handle employee-grievance.
6. Write a note on the impact of morale on employees in an organisation.
7. Discuss different components of job analysis.

GROUP – C**(Long Answer Type Questions)**Answer any *three* of the following.

3 × 15 = 45

8. a) What are the different steps on recruitment process ?
b) What are the various factors affecting recruitment ? Explain in detail. 7 + 8
9. a) State the difference between Administrative and Employee development Appraisal.
b) What are the modern techniques of Performance Appraisal ? 8 + 7
10. What are the basic purposes of Training ? What are the 'off-the-job' training methods ?
What are the reasons for its failure ? 6 + (5 + 4)
11. What are the causes of demotion ? Define absenteeism. What are the different measures for control of absenteeism ? 5 + 2 + 8
12. What are the different steps involved in determination of Wage-rate ? Mention the factors influencing Wage & Salary structure and Admission. 10 + 5

END