	<u>Unean</u>
Name :	<b>A</b>
Roll No.:	An Alexande O'S security and Excellent
Invigilator's Signature :	

# CS/HM-(SEPARATE SUPPLE)/SEM-5TH/BHM-505/2011

# 2011 HUMAN RESOURCE MANAGEMENT

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:

 $10 \times 1 = 10$ 

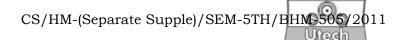
- i) 360 degree appraisal is a
  - a) Modern performance appraisal method
  - b) Traditional performance appraisal method
  - c) Not at all a performance appraisal method
  - d) None of these.
- ii) Trade Union in India is
  - a) an illegal machinery b) a legal machinery
  - c) a political system d)
- d) absent everywhere.
- iii) Selection is a
  - a) Negative process
  - b) Positive and negative process
  - c) Positive process
  - d) Neutral process

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- iv) Real aim of Performance Appraisal is
  - a) to find out the deficiency
  - b) to retrench people
  - c) to find out new way of working
  - d) it has no significance.
- v) 'Developing a person in a role', is done by organizations through
  - a) Job rotation
- b) Training
- c) Recruitment
- d) None of these.
- vi) The first operative function of HR management is
  - a) Procurement
- b) Development
- c) Compensation
- d) Human relation.
- vii) Journey of industrial administration started in India with
  - a) HRD manager
- b) Personal manager
- c) Labour officer
- d) None of these.

- viii) TQM means
  - a) Time quality management
  - b) Total quality management
  - c) Total qualifying marks
  - d) Total quantity management
- ix) Promotion means
  - a) Improvement in pay
- b) Development in pay
- c) Negative action
- d) None of these.



- x) Trade Union is clearly defined under
  - a) Trade Union Act, 1926
  - b) Trade Union Act, 1946
  - c) Trade Union Act, 1934
  - d) Trade Union Act, 1919.

#### **GROUP - B**

## (Short Answer Type Questions)

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

- 2. Distinguish between transfer and promotion.
- 3. State the effective ways of mitigating employee grievance.
- 4. Mention the objectives of compensation planning.
- 5. How do you explain 'Collective Bargaining'?
- 6. Distinguish between 'Transfer and Promotion'.

### **GROUP - C**

## (Long Answer Type Questions)

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

7. What is leadership? What are the different types of leadership? Explain. Briefly duscuss functions of a leader.

3 + 6 + 6

- 8. a) What is Human Resource Planning?
- 2
- b) State the reasons why organizations need to undertake
  Human Resource Planning. 7
- c) Explain the various stages in Human Resource Planning.6

# CS/HM-(Separate Supple)/SEM-5TH/BHM-505/2011 9. Define Trade Union. a)

- b) Explain the role of Trade Union. What is the impact of Trade Union on the functioning of c) an organization? 10. State the various recruitment sources available for hospital professionals. Mention the necessary steps followed in the 10 + 5selection process. What is meant by the term 'wages'? 2 11. a) 2 What can be the basis of wages? b) How does salary differ from wages? 2 c) What influencing d) are the factors employee remuneration?
- 12. Define performance appraisal. Mention its importance in a hospital. Name the various steps involved in performance 2 + 5 + 8appraisal process.

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