



Name :
Roll No. :
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 × 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) absent everywhere.
- iii) Selection is a
 - a) Negative process
 - b) Positive and negative process
 - c) Positive process
 - d) Neutral process



- 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 discuss 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



9. a) Define Trade Union. 3
b) Explain the role of Trade Union. 5
c) What is the impact of Trade Union on the functioning of an organization ? 7
10. State the various recruitment sources available for hospital professionals. Mention the necessary steps followed in the selection process. 10 + 5
11. a) What is meant by the term 'wages' ? 2
b) What can be the basis of wages ? 2
c) How does salary differ from wages ? 2
d) What are the factors influencing employee remuneration ? 9
12. Define performance appraisal. Mention its importance in a hospital. Name the various steps involved in performance appraisal process. 2 + 5 + 8

