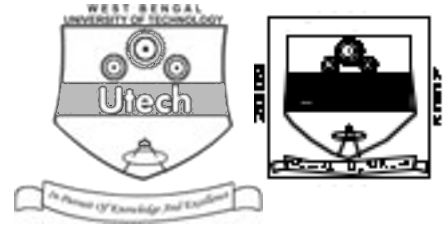


HUMAN RESOURCE MANAGEMENT (SEMESTER - 2)

CS / MBA(NEW) / SEM-2 (FT) / MB-206 / 09



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 / MBA(NEW) / SEM-2 (FT) / MB-206 / 09

ENGINEERING & MANAGEMENT EXAMINATIONS, JUNE – 2009

HUMAN RESOURCE MANAGEMENT (SEMESTER - 2)

Time : 3 Hours]

[Full Marks : 70

INSTRUCTIONS TO THE CANDIDATES :

1. 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.
2. a) In **Group – A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **against each question**.
b) 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.
3. **Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
4. Read the instructions given inside carefully before answering.
5. You should not forget to write the corresponding question numbers while answering.
6. 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.
7. **Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.**
8. 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**.
9. 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

Group – A

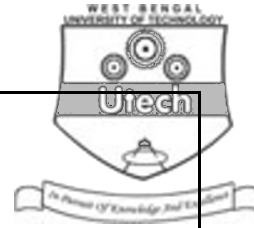
Group – B

Group – C

Question Number																					Total Marks	Examiner's Signature		
Marks Obtained																								

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

50007 (01/06)



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ENGINEERING & MANAGEMENT EXAMINATIONS, JUNE - 2009

HUMAN RESOURCE MANAGEMENT

SEMESTER - 2



Time : 3 Hours]

[Full Marks : 70

GROUP - A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following : 10 ∞ 1 = 10

i) HRP can be done at

- | | |
|---------------------|------------------|
| a) macro level | b) micro level |
| c) individual level | d) all of these. |

ii) Grievances are handled by

- | | |
|---------------|------------------|
| a) IR Manager | b) HR Manager |
| c) PR Manager | d) Union Leader. |

iii) Fair Wage is the wage which exists

- a) above the minimum wage but below the living wage
- b) above the living wage but below the minimum wage
- c) above both (a) and (b)
- d) none of these.

iv) Which of the following type of appraisal methods where feedback regarding the employee is taken from peers, superior, subordinate ?

- | | |
|-------------------|---------------|
| a) MBO | b) 360 Degree |
| c) Ranking Method | d) BARS. |



v) is a process of picking individuals who have relevant qualifications to fill jobs in an organization.



a) Recruitment

b) Selection

c) Interview

d) Placement.

vi) A condition in the organization when employees conduct themselves in accordance with the organization's rules & standards of acceptable behaviors is

a) discipline

b) arbitration

c) coaching

d) complaint.

vii) The Trade Union Act came into force in

a) 1947

b) 1946

c) 1936

d) 1926.

viii) A document that outlines the minimum acceptable qualifications a person should possess to perform a particular job is known as

a) Job Analysis

b) Job Description

c) Job Rotation

d) Job Specification.

ix) Which comes first in resolving labour disputes ?

a) Conciliation

b) Adjudication

c) High Court

d) Supreme Court.



- x) ESOP stands for
- a) Employment Stock Option Plan
 - b) Enterprise Stock Option Plan
 - c) Employee Stock Option Plan
 - d) Electronic Stock Option Plan.



xi) An example of simulation method of training is

- a) Job rotation
- b) T-training
- c) Fish-bowl exercise
- d) Business games.

xii) The industrial disputes act came into force in the year

- a) 1928
- b) 1923
- c) 1947
- d) 1957.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following.

3 ∞ 5 = 15

2. Write a short note on HRIS.
3. What is strategic HRM ? How is it different from traditional HRM ?
4. Explain the concept of 'Quality Circle', and also mention its limitation as a means for worker's participation in management.
5. What do you mean by wage differentials ? What are the different types of wage differentials ?
6. Briefly state the different approaches to IR.



6

GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following.



3 ∞ 15 = 45

7. What is meant by Workers' participation in management ? What actions have been taken by the Govt. of India to implement it ? Has this scheme been successful in India ? 3 + 10 + 2
8. Explain 'Career Planning' and 'Succession Planning' highlighting their importance for an organization. How are they related ? (5 + 5) + 5
9. What are the different sources of Recruitment ? What are the relative merits and demerits for internal & external sources of recruitment ? How does recruitment differ from selection ? 3 + 6 + 6
10. Mangey Ram – an industrial worker and Mansukhbhai – a young engineer, both working in a factory, created a big commotion on the shop floor. They, first, exchanged abuses. But later on their fight became so intense that Mangey Ram slapped Mansukhbhai on his face in the presence of workmen on the shop floor. Mention the steps to be taken to proceed with disciplinary action against Mangey Ram. 15
11. a) What is Collective Bargaining ?
- b) What are the features of Collective Bargaining ?
- c) What are the prerequisites of a successful Collective Bargaining ? 3 + 6 + 6

END