



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA (New)/SEM-2 (FT)/MB-206/2010  
2010**

**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 any *ten* of the following :

10 × 1 = 10

- i) Human Resource Planning is not concerned with
  - a) Material-in-process inventory
  - b) Manpower inventory
  - c) H.R. information system
  - d) Career planning.
  
- ii) Performance appraisal system is not concerned with
  - a) Potential appraisal
  - b) Appraisal instruments
  - c) Appraisal interview
  - d) Recruitment of employees.



- iii) Which of the following is not related with Compensation Management ?
- a) System wage payment
  - b) Retirement benefit
  - c) 360 degree appraisal method
  - d) Fringe benefit.
- iv) Which is not true for industrial relation ?
- a) Necessary only for dispute handling
  - b) Better employer-employee relation
  - c) Enhances working relation
  - d) Helps to achieve organizational goal.
- v) Collective bargaining is a process used in
- a) Recruitment and selection
  - b) Industrial relation
  - c) Workers' participation in management
  - d) Compensation management.
- vi) Which one is a process in Discipline Management ?
- a) Quality circle
  - b) Assessment of HRD needs
  - c) Grievance handling
  - d) Appraisal interview.
- vii) Quality circle is an activity in
- a) Strategic H.R.
  - b) HRD
  - c) Compensation management
  - d) Workers' participation in management.



- viii) Recruitment and selection are processes in which
- a) the latter follows the former
  - b) the former follows the latter
  - c) together are essentially carried
  - d) none the these.
- ix) Which one is not the process used in strategic HRM ?
- a) e-Recruitment and selection
  - b) e-performance management
  - c) e-learning
  - d) e-corporate governance.
- x) Performance appraisal and potential appraisal are
- a) same
  - b) different
  - c) one cannot be done without other
  - d) essentially to be done together.
- xi) HRD means
- a) Human resource development
  - b) Human resource decision
  - c) Human resource dictation
  - d) none of these.
- xii) The type of appraisal methods where feedback regarding the employee is taken from peers, superior and subordinate is
- a) MBO
  - b) 360 degree
  - c) ranking method
  - d) BARS.



**GROUP – B**

**( Short Answer Type Questions )**

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

2. Discuss the major internal sources of recruitment.
3. Compare recruitment with selection.
4. How are grievances handled ? Explain.
5. How do you identify training needs of an enterprise ?
6. Write a note on the problems of trade union in India.

**GROUP – C**

**( Long Answer Type Questions )**

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

7. a) What are the objectives of HRP ?  
b) Elucidate the stages of the HRP process.  $6 + 9$
8. Explain the different methods of payment of wages. What are the relative merits and demerits of the different systems of payment of wages ?  $6 + 9$
9. What is meant by "Workers' Participation in Management" ? What actions have been taken by the Government of India to implement this scheme ? Have they been effective ?  
 $5 + 8 + 2$
10. Write short notes on any *three* of following :  $3 \times 5$ 
  - a) Succession planning
  - b) Employment interview
  - c) HR score card
  - d) e-HRM
  - e) Principles of wage and salary administration.
11. Define Industrial Dispute. Elaborate the different methods associated with settlement of Industrial Dispute in India.  
 $5 + 10$

