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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:

 $10 \times 1 = 10$

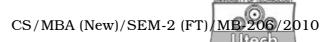
- i) Human Resource Planning is not concerned with
 - a) Material-in-process inventory
 - b) Manpower inventory
 - c) H.R. information system
 - d) Career planning.
- ii) Performance appraisal system is not concerned with
 - a) Potential appraisal
 - b) Appraisal instruments
 - c) Appraisal interview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

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[Turn over

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- 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.



- 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. $3 \times$

 $3 \times 15 = 45$

- 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:
- 3×5

- 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

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