



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA/SEM-3 (PT)/MB-206/2012-13  
2012**

**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**

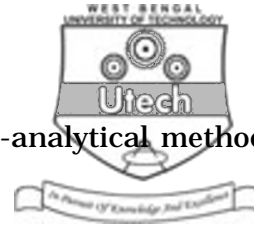
**( Multiple Choice Type Questions )**

1. Choose the correct alternatives for the following :

10 × 1 = 10

- i) Quality Circle is an activity in
  - a) Strategic HRM
  - b) HRD
  - c) Compensation Management
  - d) Workers' participation in Management.
- ii) Recruitment & selection are processes in which
  - a) the latter follows the former
  - b) the former follows the latter
  - c) together are essentially carried
  - d) none of these.

CS/MBA/SEM-3 (PT)/MB-206/2012-13



- iii) Which one of the following is the non-analytical method of job evaluation ?
- a) Ranking Method
  - b) HAY Method
  - c) Point Rating
  - d) Factor Comparison Method.
- iv) Chose the wrong one :  
Strategies of manpower planning are
- a) Acquisition of HR      b) Termination of HR
  - c) Development of HR      d) Retention of HR.
- v) CITU stands for
- a) Central Indian Trade Unity
  - b) Centre of Indian Trade Unions
  - c) Central Inland Trade Unions
  - d) Central Indian Trade Understanding.
- vi) Which one of the following is not a method demand forecasting ?
- a) Managerial Judgment
  - b) Ranking Method
  - c) Statistical Method
  - d) Trend Analysis.
- vii) Performance & Potential Appraisal are
- a) same
  - b) different
  - c) one cannot be done without other
  - d) essentially to be done together.



- viii) Which of the following is not done in case of surplus situation ?
- a) Downsizing
  - b) Redeployment
  - c) Recruitment
  - d) Training & Development.
- ix) Job evaluation is done to find out
- a) worth of job
  - b) worth of person
  - c) relative worth of a job
  - d) relative worth of a person.
- x) The process of grooming employees in the organization to key position is termed as
- a) Manpower Planning      b) Succession Planning
  - c) Career Planning          d) None of these.

**GROUP - B**  
**( Short Answer Type Questions )**

Answer *all* of the following.                      3 × 5 = 15

Here are some situations about ways employees responded to their appraisal. After reading the following situations, indicate how you would react as an appraiser.

2. The employee agrees with the appraisal & wants to improve some genuine differences of opinion are expressed, but the employee makes positive efforts to clarify the issues rather than be defensive.

CS/MBA/SEM-3 (PT)/MB-206/2012-13



3. The employee does not accept responsibility for his substandard performance and blames company politics and other employees.
4. The employee disagrees with elements of your appraisal and offers specific information to refute your findings.

OR

2. Discuss in brief evolution of HRM.
3. Write a note on TNA : McGhee & Thayer's Model.
4. Write about Career & Succession Planning.

**GROUP - C**

**( Long Answer Type Questions )**

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

5. Define Recruitment & Selection. Describe in brief the process of selection.
6. Discuss the concept of Human Resource Planning with process diagram.
7. What is job evaluation ? Which method of job evaluation do you think is scientific & why ? Discuss.
8. What is the relevance of Strategic HRM ? Discuss.
9. Write short notes on any *three* of the following :  $3 \times 5$ 
  - a) Handling Employee Grievance
  - b) Participative Management
  - c) Domestic Enquiry
  - d) Strategic HRM.