	Utech
Name:	
Roll No.:	In Parago (N' Europinia p. Stad Explaints)
Invigilator's Signature :	•••••

CS/MBA(NEW)/SEM-3(PT)/MB-206/2009-10 2009

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

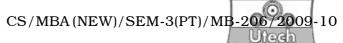
(Multiple Choice Type Questions)

- 1. Choose the correct alternatives of the following : $10 \times 1 = 10$
 - i) 'Training' is a part of which HRM function of the following?
 - a) Procurement
- b) Maintenance
- c) Development
- d) None of these.
- ii) Johari-window is a
 - a) personality development training
 - b) in-tray training
 - c) sensitivity training
 - d) out-bound training.

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iii)	Fro	m the following which is	s an I	SO training technique ?
	a)	TQM	b)	Role playing
	c)	Case study	d)	None of these.
iv)	The learning organization concept is given by			
	a)	Taylor	b)	Fayol
	c)	Senge	d)	none of them.
v)	Which is not a off-the-job training technique from the following?			
	a)	Role playing	b)	Case study
	c)	Sensitivity training	d)	Coaching.
vi)	Tra	ining is given mainly		
	a)	a) to increase the educational level		
	b)	to increase the speaking power		
	c)	to increase the KSA		
	d)	to increase the skills.		
vii)	Succession planning is a part of			
	a)	manpower planning		
	b)	career planning		
	c)	human resource plans	ning	
	d)	none of these.		



- viii) To find out the need of training which analysis is required from the following?
 - a) Goal analysis
- b) Risk analysis
- c) Role analysis
- d) none of these.
- ix) Which is not a on-the-job training technique from the following?
 - a) Lecture method
- b) Coaching
- c) Job rotation
- d) Mentoring.
- x) Coaching is a training technique of
 - a) Managers
- b) Workers
- c) Supervisors
- d) None of them.

GROUP – B (Short Answer Type Questions)

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

- 2. Write a short note on strategic HRM.
- 3. What are the different methods of assessment of HRD needs?
- 4. Write a note on Grievance handling.
- 5. Distinguish between recruitment and selection.
- 6. Comment on the role of the future HR Manager.

GROUP - C

(Long Answer Type Questions)

Answer any three of the following.



- 7. a) State the purpose of performance appraisal.
 - b) Discuss different methods of performance appraisal.
 - c) What are the problems associated with performance appraisal? 4+8+3
- 8. a) What is misconduct?
 - b) A worker has assaulted his superior inside the factory premises. Mention the steps to be taken to proceed with disciplinary action against the delinquent workman.5 + 10
- 9. What is Career planning? Is there any difference between career planning and HRP? What are career anchors?

5 + 5 + 5

- 10. a) Explain the terms Minimum wage & Fair wage.
 - b) Examine the different methods of wage payment with suitable examples.
- 11. Write short notes on any *three* of the following : 3×5
 - a) HRIS
 - b) e-HRM
 - c) HR score card
 - d) Succession planning
 - e) Quality circles.

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