

Name : .....

Roll No. : .....

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.*

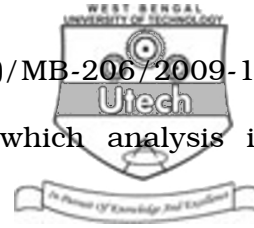
*Candidates are required to give their answers in their own words  
as far as practicable.*

**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.





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 × 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.  $3 \times 15 = 45$

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 :  $3 \times 5$
- a) HRIS
  - b) e-HRM
  - c) HR score card
  - d) Succession planning
  - e) Quality circles.

