



Name :
Roll No. :
Invigilator's Signature :

CS/MBA (N)/SEM-3(PT)/MB-206/2011-12

2011

HUMAN RESOURCE PLANNING

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) is a process of inviting individuals who have relevant qualifications to fill job in an organisation.
 - a) Recruitment
 - b) Selection
 - c) Interview
 - d) Placement.
- ii) A condition in the organisation when employees conduct themselves in accordance with the organisational rules & standards of acceptable behaviours is
 - a) discipline
 - b) arbitration
 - c) coaching
 - d) compliant.
- iii) The Trade Union Act came in
 - a) 1947
 - b) 1946
 - c) 1936
 - d) 1926.



- iv) A document that outlines the acceptable qualifications a person should possess to perform in a job is known as
- a) Job Analysis
 - b) Job Description
 - c) Job Rotation
 - d) Job Specification.
- v) 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.
- vi) 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.
- vii) Collective bargaining is a process used in
- a) Recruitment and selection
 - b) Industrial relation
 - c) Workers' participation in management
 - d) Compensation management.
- viii) Which one is a process in Discipline Management ?
- a) Quality circle
 - b) Assessment of HRD needs
 - c) Grievance handling
 - d) Appraisal interview.
- ix) Quality circle is an activity in
- a) Strategic HR
 - b) HRD
 - c) Compensation management
 - d) Workers' participation in management.



- x) Which one is not the process used in strategic HRM ?
- e-recruitment and selection
 - e-performance management
 - e-learning
 - e-corporate governance.
- xi) Performance appraisal and potential appraisal are
- same
 - different
 - one cannot be done without other
 - essentially to be done together.
- xii) HRD means
- Human resource development
 - Human resource decision
 - Human resource dictation
 - none of these.

GROUP – B

(Short Answer Type Questions)

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

- How is the concept of Human Resource Management an improvement over Personnel Management ?
- Discuss the methods of handling employee grievances.
- State and explain the Law of Natural Justice.
- Write a note on fringe benefits.
- Examine the need and importance of strategic HRM.

GROUP – C

(Long Answer Type Questions)

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

- How does Recruitment differ from selection ?
 - Discuss the selection process followed in a large MNC.
- 5 + 10

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8. What is Training ? How does it differ from Development ?
How do you evaluate the effectiveness of a training program
in an organisation ? 3 + 4 + 8
9. Define Industrial Disputes. What are the causes of industrial
disputes ? Write an essay on the machineries available to
settle Industrial Disputes in India. 3 + 6 + 6
10. a) Describe in brief the various financial and non-financial
compensations in an organisational context.
- b) Which method of job evaluation do you consider to be
more scientific and why ? 10 + 5
11. Write short notes on any *three* of the following : 3 × 5
- a) Workers' Participation in Management
 - b) Wage Differentials
 - c) Career Planning
 - d) Collective Bargaining
 - e) HR Scorecard.

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