	Utech
Name:	A
Roll No.:	An Alaman (V.F. Samurladar Stad State State )
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:

 $10 \times 1 = 10$ 

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

b) 1946

c) 1936

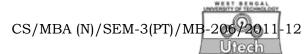
d) 1926.

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- 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?
  - a) *e*-recruitment and selection
  - b) *e*-performance management
  - c) e-learning
  - d) *e*-corporate governance.
- xi) Performance appraisal and potential appraisal are
  - a) same
  - b) different
  - c) one cannot be done without other
  - d) essentially to be done together.
- xii) HRD means
  - a) Human resource development
  - b) Human resource decision
  - c) Human resource dictation
  - d) none of these.

#### GROUP - B

# (Short Answer Type Questions)

Answer any *three* of the following.

 $3 \times 5 = 15$ 

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

#### **GROUP - C**

### (Long Answer Type Questions)

Answer any three of the following.

 $3 \times 15 = 45$ 

- 7. a) How does Recruitment differ from selection?
  - b) 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:  $3 \times 5$ 
  - a) Workers' Participation in Management
  - b) Wage Differentials
  - c) Career Planning
  - d) Collective Bargaining
  - e) HR Scorecard.

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