



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA(OLD)/SEM-2(FT & PT)/MB-207/2010  
2010**

**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 any *ten* of the following :

10 × 1 = 10

- i) The MBO theory was propounded by
- a) Sigmund Freud                      b) Max Weber
- c) Peter Drucker                      d) Henry Fayol.
- ii) The tenure of the members of Joint Council is
- a) 4 years                                  b) 3 years
- c) 2 years                                  d) 5 years.
- iii) Wage that provides for not merely bare sustenance of life but also preserves the worker's efficiency is considered to be
- a) Real Wage                              b) Nominal Wage
- c) Minimum Wage                      d) Fair Wage.



- iv) A necessary step in implementing Strategic HRM is conducting
- a) Regression Analysis      b) SWOT Analysis  
c) ABC Analysis                d) VED Analysis.
- v) Which of the following is an important component of "Assessment Centre Test" ?
- a) Bell Adjustment Inventory  
b) Minnesota Multiphasic Personality Inventory  
c) 'In-basket' Exercise  
d) Kuder Preference Record.
- vi) KPA is considered to be a modern approach in appraisal system which means
- a) Key Progressive Area      b) Key Programmed Area  
c) Key Performance Area    d) Key Promotional Area.
- vii) Which of the following is not a method of "On-the-job" training ?
- a) Vestibule Training  
b) Job Instruction Training  
c) Simulation  
d) T-Group Training.
- viii) The most common practice of e-recruitment are
- a) using software for online screening applications  
b) adding recruitment to existing organizational websites  
c) both of these  
d) none of these.



- ix) The mildest punishment awarded to an employee on minor offence is
- a) Written Warning
  - b) Oral Warning
  - c) Demotion
  - d) Temporary Suspension.
- x) Differences of wage payment system exists due to
- a) Market Factors
  - b) Socio-Economic Factors
  - c) Occupational Factors
  - d) all of these.
- xi) A Strategic Business Unit plays a vital part in
- a) Strategy Formulation
  - b) Strategy Implementation
  - c) Environmental Scanning
  - d) Strategy Evaluation.
- xii) Employee performance to most common jobs include
- a) Quality of output
  - b) Quantity of output
  - c) both (a) and (b)
  - d) (a) but not (b).



**GROUP – B**

**( Short Answer Type Questions )**

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

2. Define the concept of Domestic Inquiry.
3. What do you mean by Collective Bargaining ?
4. Discuss the role of HR Manager.
5. Distinguish between HRM & HRD.
6. Enumerate the concept of Workers Participation in Management.

**GROUP – C**

**( Long Answer Type Questions )**

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

7. State the different sources of recruitment followed in an organization. Discuss briefly the natural errors that occur to an interviewer while conducting an interview.  $7 + 8$
8. Mention the main purposes of Performance Appraisal. Briefly discuss the applications of "Management by Objectives" ( MBO ) and 360 Degree performance appraisal in an appraisal system.  $5 + 10$
9. What is an "Industrial Dispute" ? Explain the different methods of settlement of Industrial Disputes in India.  $2 + 13$
10. Briefly discuss the common disciplinary problems. Write down the steps one should follow initiating disciplinary action against an employee.  $7 + 8$
11. Write notes on any *two* of the following :  $2 \times 7 \frac{1}{2}$ 
  - i) Fringe Benefits
  - ii) Quality Circles
  - iii) Demand Forecasting
  - iv) Career Planning.