

**BACHELOR OF COMMERCE [HONS]  
THIRD SEMESTER [REPEAT]  
HUMAN RESOURCE MANAGEMENT  
BCM – 301**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

*Choose the correct answer from the following:*

*1 × 20 = 20*

1. \_\_\_\_\_ is systematically moving workers from one job to another
  - a. Job rotation
  - b. Job enrichment
  - c. Job enlargement
  - d. None of the above
2. There were no restrictions on child labour till \_\_\_\_\_ was implemented.
  - a. Independence
  - b. Labour Law
  - c. Commercial Law
  - d. Trade Union Act
3. \_\_\_\_\_ is the process of searching for prospective employees and stimulating them to apply for the job in the organization
  - a. Training
  - b. Recruitment
  - c. Selection
  - d. Placement
4. On the job training includes
  - a. Apprenticeship
  - b. Audio-visual mode
  - c. Internship
  - d. All of these
5. Identify the true statement from the following:
  - a. Job evaluation is a systematic compensation done in order to determine the skills required for one job
  - b. Compensable factor is a fundamental, compensable element of a job, such as skills, effort, responsibility and working conditions.
  - c. Job analysis is a systematic compensation done in order to determine the worth of one job relative to another
  - d. All the above
6. Phases of compensation management begins with a sound \_\_\_\_\_
  - a. Job grading
  - b. Job analysis
  - c. Factor compensation
  - d. Job analysis
7. Which of the following technique is used to help the employees to plan their career in terms of their capacities?
  - a. Career Anchors
  - b. Career planning
  - c. Career development
  - d. None of the above
8. Salary, bonus are components of \_\_\_\_\_
  - a. Compensation
  - b. Basic remuneration
  - c. Wage
  - d. Remuneration

9. The current workforce is known as \_\_\_\_\_
  - a. Traditionalist
  - b. Baby boomer
  - c. Gen Y
  - d. Gen Z
10. Nepotism is included in which form of source of recruitment?
  - a. External recruitment
  - b. Internal recruitment
  - c. None of these
  - d. Both the above
11. \_\_\_\_\_ is a temporary situation where an employer sends employees home due to lack of work
  - a. Downsizing
  - b. Layoff
  - c. VRS
  - d. CRS
12. Earnings= T x R is a method for calculating wage under \_\_\_\_\_ system
  - a. Piece wage system
  - b. Time wage system
  - c. Debt system
  - d. Rowan plan system
13. Paired comparison method is:
  - a. A scale that lists a number of traits and a range of performance for each.
  - b. Ranking employees by making a chart of all possible pairs of the employees for each trait and indicating which is the better employee of the pair
  - c. Ranking employees from best to worst on a particular trait.
  - d. None of the above
14. Process of studying and collecting information about a job is known as \_\_\_\_\_
  - a. HRP
  - b. Job design
  - c. Job analysis
  - d. Job evaluation
15. \_\_\_\_\_ traditionally gives managers the right to issue orders to other managers or employees
  - a. Authority
  - b. Line authority
  - c. Both a & b
  - d. Staff authority
16. When employees resort to unauthorized strike in violation of the labour contract or agreements, it is called
  - a. Pen-down
  - b. wild-cat strike
  - c. Sit-in strike
  - d. Tolls-down
17. Human resource management is amalgam of:
  - a. Job analysis, recruitment and selection
  - b. Social behaviour and business ethics
  - c. Organizational behaviour, personal management and industrial relation
  - d. Employer and employees
18. Training process is \_\_\_\_\_
  - a. Short term
  - b. Medium term
  - c. Long term
  - d. None of these
19. Job description is a statement containing items like
  - a. Job title, location and duties
  - b. Machines, tools and equipment
  - c. Materials, working conditions and hazards
  - d. All of these

20. Relative worth of a job is known by \_\_\_\_\_
- a. Job design
  - b. Job evaluation
  - c. Job analysis
  - d. Job change

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**(Descriptive)**

Time : 2 Hr. 30 Mins.

Marks : 50

[ Answer question no.1 & any four (4) from the rest ]

1. What is Human Resource Management? Discuss the emerging challenges of Human Resource Management. 3+7=10
2. Highlight the factors influencing workforce diversity. 10
3. Explain the difference between job analysis, job evaluation, job description and job specification. 10
4. Define training. Explain the different methods of training. 2+8=10
5. Explain the modern methods of performance appraisal. 10
6. What is Industrial dispute? Discuss the different causes of Industrial disputes. 4+6=10
7. Write short notes on: 5+5=10
  - a) Fringe benefits
  - b) Performance linked compensation
8. Write short notes on: 5+5=10
  - a) Downsizing
  - b) VRS

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