

**MASTER OF BUSINESS ADMINISTRATION
SECOND SEMESTER [REPEAT]
HUMAN RESOURCE MANAGEMENT-II
MBA – 202**

**SET
A**

[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

- 'HRM should employ the skills and the abilities of the workforce efficiency' - it is an _____ objective of HRM.
 - Organizational
 - Individual
 - Functional
 - Societal
- Which is not a component of HRM concept according to Fomburn?
 - Reward
 - Performance Management
 - Fring Benifit
 - Development
- In which year Walton has contributed Mutuality Concept of HRM?
 - 1984
 - 1985
 - 1983
 - None above
- Which is not a component related to relevance of HRM in today's context?
 - Change management
 - Competence
 - Commitment
 - Personality
- 'Occupational distribution in a country' is an example of _____ level man power planning.
 - National
 - Sector
 - Industry
 - Individual
- Which is the fourth step of Human Resource Planning Process?
 - Deciding objectives of Human Resource Planning
 - Do Job Analysis and Job Description
 - Developing a Human Resource Plan
 - Auditing Human Resources
- _____ recruitment need arises due to various changes in an organization, ex - retirement, expansion and diversification.
 - Planned
 - Anticipated
 - Unexpected
 - Uncontrollable
- Which is not an Internal Factor of Recruitment?
 - Recruiting Policy of the organization
 - Number of employees required
 - Supply & demand of specific skills in the labor market
 - Cost involved in recruiting employees

9. Which is an external technique of Recruitment?
 - a. Transfer
 - b. Promotion
 - c. Walk-in
 - d. Advertising
10. "Advertisement in the newspaper, on the radio and television are used to publicize vacancies and thereby getting suitable candidates" - and this method of recruitment is known as _____ method.
 - a. Direct
 - b. Indirect
 - c. Third Party
 - d. None of the above
11. Which is not a recent trend of Recruitment?
 - a. Selection
 - b. Outsourcing
 - c. Poaching
 - d. E-Recruitment
12. Which is not true with Training?
 - a. Increased Productivity
 - b. Less Wastage
 - c. Higher employee moral
 - d. More supervision required
13. Which is not an on-the-job training?
 - a. Coaching
 - b. Mentoring
 - c. Conference
 - d. Position Rotation
14. Which is a modern method of Performance Appraisal?
 - a. Confidential Report
 - b. Check Lists Method
 - c. Nominations
 - d. Assessment Centre
15. Which is the third step of Performance Appraisal Process?
 - a. Measure Actual Performance
 - b. Establish Performance Standards
 - c. Compare actual Performance with Standard
 - d. None of the above
16. _____ is a tendency to evaluate a person on the basis of only one trait or characteristic.
 - a. Central Tendency
 - b. Similarity Error
 - c. Halo Effect
 - d. Psychological Block
17. _____ is a procedure by which detailed information is obtained about a job.
 - a. Job Description
 - b. Job Specification
 - c. Job Design
 - d. Job Analysis
18. Which is not a category of Fringe Benefit?
 - a. Legally required payments
 - b. Pension and group insurance
 - c. Performance linked reward
 - d. Festival bonus
19. Which is not a component of role of SHRM related to employees?
 - a. Moral
 - b. Commitment
 - c. Competence
 - d. Loyalty
20. Which is an Aim of SHRM?
 - a. To develop strategic competencies
 - b. To formulate Business strategy
 - c. To achieve integration
 - d. All the above

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

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|---|------------|
| 1. Define Human Resource Management. Explain the differences between Human Resource Management & Personnel Management. Explain various Roles of Human Resource Management. | 2+4+4=10 |
| 2. What do you understand by Human Resource Planning? Mention various Needs for Human Resource Planning. Explain various functions of Human Resource Management. | 2+3+5=10 |
| 3. What do you understand by Sources of Recruitment? "There exist various Internal & External sources of Recruitment" -Justify. Mention recent trends in Recruitment. | 1+6+3=10 |
| 4. Define Selection. Explain the Selection Process that usually adopted in an organization. Mention various significance of a Selection Procedure. | 1+6+3=10 |
| 5. Explain the differences between "Training" & "Development"? Write various Steps in Systematic Training Plan. "Many disadvantages can be seen while conducting Training program in an organization"- Explain. | 2+5+3=10 |
| 6. a) Define Promotion. Explain various types of Promotion.
b) Explain the essential of an effective Performance Appraisal system. | 5+5=10 |
| 7. Explain the objectives of Wage & salary administration from employees' perspectives. Define Piece rate system. Write its advantages & disadvantages. | 3+1+3+3=10 |
| 8. What do you understand by Strategic HRM? Mention the Nature of SHRM. Briefly explain the Scope of SHRM-Level-I & Level-II. | 1+3+3+3=10 |

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