

**MASTER OF BUSINESS ADMINISTRATION  
SECOND SEMESTER  
HUMAN RESOURCE MANAGEMENT-II  
MBA - 202**

**SET  
C**

**[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**

- 'Program of Economic Development in a country' is an example of.....level man power planning.  
a. National  
b. Sector  
c. Industry  
d. Individual
- Which is not a Need for HRM Approach?  
a. To get better industrial Relations  
b. To reduce organisational commitment  
c. To cope up with changing environment  
d. To Change in Political Philosophy
- 'Developing a Human Resource Plan' is.....in Human Resource Planning method.  
a. Second step  
b. Third step  
c. Fourth Step  
d. Fifth step
- Recruitment need arises due to various changes in an organization, ex -retirement, is known as.....  
a. Planned  
b. Anticipated  
c. Unexpected  
d. Uncontrollable
- Which is not a modern technique of Recruitment?  
a. Head-hunting  
b. Tele-recruitment  
c. Scouting  
d. Business alliances
- Which is not a component of HRM concept according to Michigan School?  
a. Selection  
b. Reward  
c. Appraisal  
d. Promotion
- In which year Walton has contributed Mutuality Concept of HRM?  
a. 1983  
b. 1984  
c. 1985  
d. 1986
- According to American Society for Training and Development (1983)-' Assuring healthy inter and intra-personal relationship and helping groups to initiate & manage change' come under.....  
a. Training & Development Focus  
b. Organizational Development Focus  
c. Human Resource Planning Focus  
d. Organisational or Job Design Focus

9. 'HRM should employ the skills and the abilities of the workforce efficiency' -is a .....objective.
- |                   |               |
|-------------------|---------------|
| a. Individual     | b. Functional |
| c. Organisational | d. Social     |
10. Which is not a component related to relevance of HRM in today's context?
- |                |                      |
|----------------|----------------------|
| a. Personality | b. Change management |
| c. Motivation  | d. Competence        |
11. Which is wrong with training?
- |  |                                 |
|--|---------------------------------|
| a. It is a short term process          | b. It is a long term process    |
| c. It is designed for Technical people | d. It gives technical knowledge |
12. 'Preparing training budget' is the.....in Model Procedure for Effective and systematic training plan.
- |               |                |
|---------------|----------------|
| a. First step | b. Second step |
| c. Third step | d. Fourth step |
13. Which is that problem of Performance Appraisal where evaluation of a person done on the basis of only one trait or characteristics?
- |                           |                         |
|---------------------------|-------------------------|
| a. Halo Effect            | b. Similarity Error     |
| c. Social Differentiation | d. Miscellaneous Biases |
14. Gross Pay is an example of.....compensation.
- |           |                      |
|-----------|----------------------|
| a. Direct | b. Indirect          |
| c. Fringe | d. None of the above |
15. Which step does not come under SHRM process?
- |                             |  |
|-----------------------------|--|
| a. Scanning the environment | b. Identifying the sources of competitive advantages |
| c. Training and development | d. Monitor and evaluate the process                  |
16. Which is not a recent trend of Recruitment?
- |              |                  |
|--------------|------------------|
| a. Selection | b. Outsourcing   |
| c. Poaching  | d. E-Recruitment |
17. "The determination of the job to which an accepted candidate is to be assigned is known as....."
- |                    |                |
|--------------------|----------------|
| a. Placement       | b. Recruitment |
| c. Career Planning | d. Orientation |
18. Which is not a significance of Selection Procedure?
- |                                      |                                   |
|--------------------------------------|-----------------------------------|
| a. Procurement of skilled workers    | b. Solution to personnel problem  |
| c. Reduction in the cost of training | d. To conduct Orientation Program |
19. Which is a modern method of Performance Appraisal?
- |                        |                       |
|------------------------|-----------------------|
| a. Confidential Report | b. Check Lists Method |
| c. Nominations         | d. Assessment Centre  |

20. Which is not an example of off-the-job Training?
- a. Classroom training
  - b. Coaching
  - c. Conference
  - d. Role Playing

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**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

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

- |   |              |
|---|--------------|
| 1. Define Human Resource Management. Write any three differences between HRM & Personnel Management. Explain various functions of Human Resource Management.                      | 1+3+6=10     |
| 2. a) 'There exist some limitations of HRM'- Explain those.<br>b) Explain various need for Human Resource Planning.   | 5+5=10       |
| 3. Define Recruitment. Mention the names of various source of Recruitment. Explain the merit and demerit of Internal source of Recruitment. Write various methods of Recruitment. | 1+1+3+3+2=10 |
| 4. Define Selection. Explain various steps in the Selection Process that usually adopted in an organisation. Write three Essential of a Selection Process                         | 1+6+3=10     |
| 5. a) Define Orientation. Write the steps in Induction Procedure.<br>b) Define Training. Explain any four disadvantages of Training.  | 5+5=10       |
| 6. What do you understand by the word 'Performance Appraisal'? Write any three Objectives of Performance Appraisal. Explain the Steps of Performance Appraisal Procedure.         | 2+3+5= 10    |
| 7. What do you understand by Fringe Benefits? Mention various features of Fringe Benefits. Explain the objectives of Fringe Benefits.   | 2+3+5=10     |
| 8. a) What is Time Rate system? Write a few advantages of Time Rate system.<br>b) 'There are some Aims of SHRM' Justify.  | 5+5=10       |

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