



Name :

Roll No. :

Invigilator's Signature :

CS/BHMCT/SEP.SUPPLE/SEM-7/HM-708/2012

2012

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)

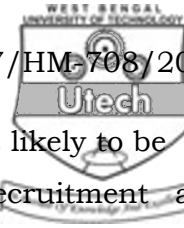
1. Choose the correct alternatives for any *ten* of the following :

10 × 1 = 10

- i) The full form of INTUC is
 - a) Indian National Transport Union Congress
 - b) Indian National Trade Union Congress
 - c) Indian National Tourism Union Corporation
 - d) none of these.
- ii) Personal Management is associated with
 - a) Manpower Inventory
 - b) Manpower Planning
 - c) Manpower Management
 - d) Man Management.



- iii) A Systematic & Objective basis of judging the relative worth of ability of an employee in performing his/her task is called
- a) Job Evaluation
 - b) Personnel Promotion
 - c) Performance Appraisal
 - d) none of these.
- iv) What is the quality of a good Interviewer ?
- a) Alertness
 - b) Smartness
 - c) Concentration
 - d) Patience.
- v) Vestibule Training is an
- a) On the Job Training
 - b) Off the Job Training
 - c) both (a) and (b)
 - d) none of these.
- vi) Human Resource Management aims to maximize employees as well as organizational
- a) effectiveness
 - b) economy
 - c) efficiency
 - d) performance.
- vii) Recruitment and selection must be effective to ensure it
- a) offsets high labour turnover
 - b) delivers the highest calibre of individuals at optimum most
 - c) to have a surplus in case of sickness and absence
 - d) encourages new blood into the organization.
- viii) The science and engineering sectors reflect significant under representation of which group of employees ?
- a) Highly skilled operators
 - b) Young people
 - c) Over 50s
 - d) Women.



- ix) The best and most productive employees likely to be
- a) the least costly in terms of recruitment and employment costs
 - b) a matter of 'pot luck' in terms of recruitment decisions
 - c) the most costly to employ
 - d) have no bearing on recruitment and selection costs.
- x) Promotion having similar kind of work is called
- a) dry promotion
 - b) vertical promotion
 - c) horizontal promotion
 - d) none of these.
- xi) is a negative or rejection process.
- a) Recruitment
 - b) Selection
 - c) Transfer
 - d) Downsizing.
- xii) Vertical loading of the job is
- a) job enlargement
 - b) job rotation
 - c) job analysis
 - d) job enrichment.

GROUP – B

(Short Answer Type Questions)

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

2. Compare Personnel Management with Human Resource Management.
3. Differentiate between Training and Development.
4. With the aid of a flowchart outline the steps involved in Human Resource Planning.
5. Promotion should be based on seniority or merit ? Discuss.
6. What are the essentials of a sound compensation plan ?



GROUP – C

(Long Answer Type Questions)

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

7. a) Define performance appraisal.
b) What are its objectives ?
c) Discuss any three major methods of conducting performance appraisal. $3 + 6 + 6$
8. a) Examine the major methods of off-the-job module of employees training.
b) How are the assessment of training needs of employees done ? $8 + 7$
9. a) Discuss the merits and demerits of internal sources of recruitment of an employee.
b) Elucidate the selection process followed by a large multinational corporation. $6 + 9$
10. a) Indicate the importance of manpower inventory.
b) How does Counselling differ from Mentoring ?
c) How are conflicts in an industrial organisation managed ? $5 + 5 + 5$
11. Write short notes on any *three* of the following : 3×5
 - a) Job specification
 - b) Systems view of HRM
 - c) Fringe benefits
 - d) Career Development
 - e) Importance of Placement.

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