

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

Duration : 3 hrs.

Full Marks: 70

Time : 20 min.

(PART-A: Objective)

Marks : 20

Choose the correct answer from the following:

1X20=20

1. In which year the Michigan School has contributed the various concepts of evolution of HRM?
 - a. 1991
 - b. 1984
 - c. 1983
 - d. 1990
2. 'HRM must increase employees' job satisfaction to the fullest extent'- it is an _____ objective of HRM.
 - a. Social
 - b. Organizational
 - c. Functional
 - d. Individual/pesonneel
3. Which is not a component of HRM concept according to Walton Mutuality Concept?
 - a. Mutuality Goal
 - b. Mutuality Influence
 - c. Mutuality Respect
 - d. Mutuality Appraisal
4. Which is the fourth step of Man Power Planning Process?
 - a. Do Job analysis & Job Description
 - b. Developing Human Resource Plan
 - c. Auditing Human Resources
 - d. None above
5. The five components of relevance of HRM in today's context are-
 - a. Change Management, Competence, Commitment, Congruence of objectives & Leadership
 - b. Change Management, Competence, Commitment, Skill & motivation
 - c. Change Management, Competence, Collaboration, Congruence of objectives & motivation
 - d. Change Management, Competence, Commitment, Congruence of objectives & motivation
6. Which is not a modern techniques of Recruitment?
 - a. Scouting
 - b. Head-hunting
 - c. Tele-recruitment
 - d. Walk-in
7. Which is not an example of Off-the-job Training?
 - a. Classroom training
 - b. Conference
 - c. Role Playing
 - d. Coaching

8. 'It is a sorting process which helps to screen out obvious misfits' - this step is known as_____.
- | | |
|----------------------------|---------------------|
| a. Reception of applicants | b. Selection test |
| c. Preliminary Interview | d. Application Bank |
9. Which process must be conducted in the organization to minimize the "Reality shock"?
- | | |
|----------------|--------------|
| a. Recruitment | b. Induction |
| c. Placement | d. Selection |
10. 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 |
11. "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 |
12. 'Preparing training budget' is the _____ in Model Procedure for Effective Personnel Selection.
- | | |
|---------------|----------------|
| a. First step | b. Second step |
| c. Third step | d. Fourth step |
13. Which error arises from the mental makeup of an evaluator is known as _____?
- | | |
|------------------------|---------------------|
| a. Central tendency | b. Halo effect |
| c. Psychological block | d. Similarity error |
14. Which is not a traditional method of Performance Appraisal?
- | | |
|------------------------|------------------------|
| a. Confidential Report | b. Assessment Centre |
| c. Grading system | d. Field review method |
15. Which category of service does not come under Fringe benefits?
- | | |
|---|--|
| a. Pension and group insurance and welfare payments | b. Payment for time not worked- vacations & holidays |
| c. Paid rest periods, lunch periods | d. Performance linked rewards |
16. In which method of wage calculation there is a disadvantage of having more chance of deterioration in the quality of the work?
- | | |
|----------------------|---------------------|
| a. Piece rate method | b. Time rate method |
| c. Debt method | d. Balance method |
17. 'Wage' usually refers to the hourly rate or daily rate paid to _____ in the organization
- | | |
|------------------------|-----------------------|
| a. White Collar people | b. Blue Collar people |
| c. Black Collar people | d. None above |

18. Which primary source of competitive advantage in SHRM is ____?
- a. Pattern
 - b. Technology
 - c. People
 - d. Process
19. SHRM develop an organizational culture that fosters_____.
- a. Innovation
 - b. Flexibility
 - c. Competitive Advatnage
 - d. All the above
20. SHRM considers people as a strategic resource for attaining_____.
- a. Organiztional Goals
 - b. Competitive Advatnage
 - c. Organizational Objectives
 - d. Top position in the market

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(PART-B : Descriptive)

Time: 2 HRS 40 MINS

Marks : 50

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

1. Define the term 'Human Resource Management'. Write different objectives of Human Resource Management. Explain any three limitations of HRM. 1+6+3=10

2. a. Write the differences between Personnel Management & Human Resource Management. 5+5=10
b. "There exist some needs for HRM approach"- Justify.

3. Define Recruitment. Explain various sources of Internal and External Recruitment. Write the various methods of Recruitment. 1+5+4=10

4. a. Define Selection. Write the significance of a Selection Process. 5+5=10
b. What do you understand by "Induction" & 'Career Planning'? Write any three advantages of Career Planning.

5. What do you understand by Performance Appraisal? Explain the process of Performance Appraisal conducted in an organization. Explain general principles of training. 1+5+4=10

6. a. What is Job Evaluation? Explain the functions of Job Evaluation. 5+5=10
b. What do you understand by Demotion? 'Due to various causes, employees in an organization get demoted'- explain those causes.

7. a. Define Wage structure. Explain the Wage Determination Process with the help of a neat diagram. 7+3=10
b. Define Fringe benefits and explain its features.

8. Define the term Strategic Human Resource Management? Explain the Scope of Strategic Human Resource management. Mention in brief the various importance of Strategic HRM. 2+3+5=10

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