	<u>Uiedh</u>
Name :	(4)
Roll No. :	As Agramatic Victorial Confidence
Inviailator's Sianature:	

## CS/B.Tech (CE)/NEW/SEM-6/CE-605 B/2013

# 2013 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:

 $10 \times 1 = 10$ 

i)	HRP is done at level					
	a)	Macro	b)	Micro		
	c)	Individual	d)	None.		
ii)	Selection is a process					
	a)	Positive	b)	Negative		
	c)	Neutral	d)	None of t	None of these.	
iii)	The	objectives of	Human	Resource	Management	
	includes					
	a)	Organisational	b)	Societal		
	c)	Personal	d)	all of the	se.	

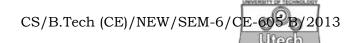
6520 [ Turn over

### CS/B.Tech (CE)/NEW/SEM-6/CE-605 B/2013



- iv) External sources of recruitment are
  - a) Advertisements
  - b) On-campus
  - c) Employment exchange
  - d) all of these.
- v) Role of a HR manager includes
  - a) Counsellor
- b) Mediator
- c) Spokes person
- d) all of them.
- vi) Factors affecting recruitment are
  - a) Image of the organisation
  - b) Job ibelf
  - c) Labour market conditions
  - d) all of these.
- vii) Factors that should be taken into account while framing recruitment policy are
  - a) Govt. policies
  - b) Recruitment costs
  - c) need of the organisation
  - d) all of these.
- viii) Selection tests includes
  - a) Ability Test
- b) Aptitude test
- c) Interest tests
- d) all of these.

6520



- ix) Training methods are of ..... types
  - a) Two

b) Three

c) Four

- d) Five.
- x) Benefits of training includes ...... for employees.
  - a) Safety

- b) Promotion
- c) New skills
- d) all of these.
- xi) PMS stands for
  - a) Performance Management System
  - b) Personal Management System
  - c) Public Management System
  - d) None of these.
- xii) MBO stands for
  - a) Management by Objectives
  - b) Management by Owners
  - c) Management by objects
  - d) none of these.

#### **GROUP - B**

### (Short Answer Type Questions)

Answer any *three* of the following.

 $3 \times 5 = 15$ 

- 2. Discuss the changing role of HR managers?
- 3. How can you retain your employees in the organisation?
- 4. Discuss 360° method of performance appraisal?
- 5. What do you mean by Job Analysis?
- 6. What do you understand by worker's participation in management?

## CS/B.Tech (CE)/NEW/SEM-6/CE-605 B/2013



#### **GROUP - C**

## (Long Answer Type Questions)

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

- 7. Define Human resource planning? Discuss the steps of Human resource planning? 5 + 10
- 8. Define Human resource Management ? Discuss the objectives of human resource Management. 5 + 10
- 9. Define recruitment ? What are the different types of recruitment sources ? Discuss in detail. 5 + 10
- 10. Define performance appraisal. Discuss any two methods of performance appraisal.5 + 10
- 11. Define collective bargaining ? Discuss the features of collective bargaining ? 5 + 10

6520 4