

Name :

Roll No. :

Invigilator's Signature :

CS/B.Tech (CSE-NEW)/SEM-6/CS-605B/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 × 1 = 10

- i) The famous Harvard Researcher whose name is associated with Human Relations Movement is
 - a) Peter Drucker b) Elton Mayo
 - c) F.W. Taylor d) Renis Likert.
- ii) The Indian Trade Union Act was enacted in the year
 - a) 1926 b) 1956
 - c) 1971 d) 1948.
- iii) Employee referral is considered to be
 - a) internal recruitment source
 - b) external recruitment source
 - c) none of these
 - d) both (a) and (b).

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- iv) Vestibule training is considered to be
 - a) one on job training method
 - b) one off job training method
 - c) none of these
 - d) both (a) and (b).
- v) The minimum number of workers required in any factory for appointment of one Labour Welfare Officer is
 - a) 100
 - b) 200
 - c) 500
 - d) 1000
- vi) To establish a works committee the minimum number of employees required is
 - a) 50
 - b) 100
 - c) 150
 - d) 1000.
- vii) First Indian Trade Union established in India is
 - a) AITUC
 - b) INTUC
 - c) CITU
 - d) BMS.
- viii) Ratio / Trend analysis is a famous
 - a) demand forecasting technique
 - b) supply forecasting technique
 - c) both demand and supply forecasting technique.
- ix) The dispute settlement machinery set by Central and State Government to mediate all disputes who enjoys powers of a civil court is termed as
 - a) Conciliation Officer
 - b) Arbitrator
 - c) Adjudication
 - d) Labour Court.

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- x) Management Game is considered to be
- a) one on job training method
 - b) one off job training method
 - c) both (a) and (b)
 - d) none of these
- xi) A written statement of duties and responsibilities of a job is called
- a) job analysis
 - b) job rotational
 - c) job enlargement
 - d) job evaluation.
- xii) HR planning uses
- a) Markov matrix
 - b) HR audit
 - c) Psychoanalytical tests
 - d) Counselling.

GROUP – B**(Short Answer Type Questions)**Answer any *three* of the following. $3 \times 5 = 15$

2. Explain significance and changing role of HR manager in global context.
3. Explain process of registration of Indian trade unions. Describe status of a registered union.
4. Explain the processes of assessment of HRD needs. Differentiate between recruitment and selection.
5. Explain factors influencing IR in India.
6. Explain different types of modern tests applied in selection process.

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GROUP – C

(Long Answer Type Questions)

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

7. Explain role of dispute settlement authorities and Government in settlement of disputes. Explain formation and functions of trade unions. Explain different problems faced by Indian trade unions. What are the possible remedies for those problems ?
8. Explain procedure of competency mapping. Explain steps and different types of Performance Appraisal Process. Describe the possible errors that may occur in Performance Appraisal Process.
9. Explain types of misconduct and domestic enquiry process to deal with an alleged employee. Explain ways of retention of employees.
10. Explain any three demand forecasting methods and any one supply forecasting method applied in modern HRP. Explain stages of HRP.
11. Explain the concept Workers Participation in Management and its forms operating till date in India. Explain collective bargaining process and different barriers for successful collective bargaining in India.

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