

Total No. of Questions: 6

Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management Studies

End Sem (Even) Examination May-2022

MS6CW03 Human Resource Management

Programme: Ph.D. Branch/Specialisation: Management /
(Course Work). Human Resource

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d.

- Q.1 i. Basic managerial functions of HRM are: **1**
(a) Planning, organising, staffing
(b) Planning, organising and co-ordinating
(c) Planning, organising, directing and controlling
(d) None of these
- ii. HRM is: **1**
(a) A staff function
(b) A line function
(c) A line function, staff function & accounting function
(d) All of these
- iii. While writing the job description, the major functions or activities are written in: **1**
(a) A job summary (b) Responsibilities and duties
(c) Job identification (d) Both (b) and (c)
- iv. Recruiting is necessary to: **1**
(a) Forecast the supply of outside candidates
(b) Developing an applicant pool
(c) Determine whether to use inside or outside candidates
(d) Develop qualifications inventories
- v. In 360-degree feedback, the ratings are collected from: **1**
(a) Supervisors (b) Subordinates
(c) Peers (d) All of these

P.T.O.

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vi.	Performance appraisal aims at (a) Goals of employees (b) Goals of organisation (c) Both (a) and (b) (d) Neither (a) nor (b)	1
vii.	Training Needs Analysis is important because it: (a) Determines who should receive training first (b) Enables managers to work out the cost of training (c) Identifies the training objectives (d) Provides a profile of an individual's training need	1
viii.	The purpose of Job Evaluation is to determine: (a) Worth of a job in relation to other job (b) Time duration of a job (c) Expenses incurred to make a job (d) None of these	1
ix.	What is the role of Trade Union in collective bargaining? (a) To protect the job and real earnings of workers (b) Better working condition of work life of workers (c) Fighting against any possible exploitations (d) All of these	1
x.	The contract negotiation is also called as: (a) Descriptive bargaining (b) Union bargaining (c) Collective bargaining (d) Distributive bargaining	1
Q.2	i. Write about recent trends in HRM.	2
	ii. Briefly write about the role of HR manager.	3
	iii. Explain the meaning of human resource management & its functions.	5
OR	iv. Discuss the objectives & importance of HRM.	5
Q.3	i. What do you understand by HR planning?	2
	ii. Explain the significance & objectives of HR Planning.	8
OR	iii. What do you mean by job analysis? Explain.	8
Q.4	i. What are the objectives of performance appraisal?	3
	ii. Enumerate the likely errors of appraisals.	7

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OR	iii.	Explain in brief about reward and incentives.	7
Q.5	i.	Throw light on the concept of job evaluation.	4
	ii.	What are the components of compensation management?	6
OR	iii.	Explain the types of compensation and its purpose.	6
Q.6		Attempt any two:	
	i.	Explain the causes of grievances.	5
	ii.	Discuss the stages involved in disciplinary actions in brief.	5
	iii.	Write about collective bargaining in short.	5

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- ix. What is the role of Trade Union in collective bargaining? 1
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- x. The contract negotiation is also called as: 1
 (a) Descriptive bargaining (b) Union bargaining
 ✓ (c) Collective bargaining (d) Distributive bargaining
- Q.2 i. Write about recent trends in HRM. *Describe Trends of HRM (Recent)* ✓ 2 ~~(1+1)~~
 ii. Briefly write about the role of HR manager. ✓ 3
 iii. Explain the meaning of human resource management & its functions. (3) (2) 5
- OR iv. Discuss the objectives & importance of HRM. (2) (3) 5
- Q.3 i. What do you understand by HR planning? ✓ 2
 ii. Explain the significance & objectives of HR Planning. *any four* 8
- OR iii. What do you mean by job analysis? Explain. (4) (4) ✓ 8
- Q.4 i. What are the objectives of performance appraisal? *any three* ✓ 3
 ii. Enumerate the likely errors of appraisals. *(any seven)* ✓ 7

[3]

- OR iii. Explain in brief about reward and incentives. 7
3.5 3.5
- Q.5 i. Throw light on the concept of job evaluation. 4
ii. What are the components of compensation management? any 6 6
- OR iii. Explain the types of compensation and its purpose. 6
3 3
- Q.6 Attempt any two:
- i. Explain the causes of grievances. any five 5
- ii. Discuss the stages involved in disciplinary actions in brief. 5 stages 5
- iii. Write about collective bargaining in short. 5
