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226731

Roll No.

3rd Sem.

Branch : DBM

Sub.: Human Resource Management

Time : 3 Hrs.

M.M. : 60

SECTION-A

Note: Multiple choice Questions. All Questions are compulsory. (6x1=6)

- Q.1 HRM includes
- a) Training
 - b) Selection
 - c) Payroll
 - d) All of these
- Q.2 Outcome of job analysis provide.
- a) Job Description
 - b) Job Specification
 - c) Both
 - d) None
- Q.3 This is futuristic approach of HRM.
- a) HRD
 - b) HRP
 - c) HRIS
 - d) IR
- Q.4 This is not a training method.
- a) Lecture
 - b) Seminar
 - c) Team Building
 - d) Group Project
- Q.5 Performance appraisal means
- a) Motivation
 - b) Leadership
 - c) Communication
 - d) Analysis

- Q.6 Fringe benefits
a) Salary
b) Allowances
c) Accommodation
d) All Non Monetary Benefits

SECTION-B

Note: Objective/Completion type questions(True/False). All questions are compulsory. (6x1=6)

- Q.7 Job analysis is the process of determining the skills, duties and knowledge for a particular job. (True/False)
- Q.8 HRIS is a software solution that assists in managing employee information payroll, benefits etc. (True/False)
- Q.9 Performance appraisal is a process of evaluating an employee's job performance. (True/False)
- Q.10 Fringe benefits are monetary rewards provided to employees in addition to their regular salary. (True/False)
- Q.11 Job description outlines the roles, duties and requirements of a particular job position. (True/False)
- Q.12 HRP involves forecasting the future demand and supply of labour within an organization. (True/False)

SECTION-C

Note: Short answer type Questions. Attempt any eight questions out of ten Questions. (8x4=32)

- Q.13 What is the purpose of job analysis in human resource management?

- Q.14 How does an HRIS assist organizations in managing their HR-related tasks?
- Q.15 Explain the significance of performance appraisal in the context of employee development.
- Q.16 Provide examples of fringe benefits commonly offered by organizations to their employees.
- Q.17 Differentiate between job description and job specification.
- Q.18 How does HR planning contribute to organizational success?
- Q.19 What are the steps involved in conducting a job analysis?
- Q.20 Discuss the advantages of using an HRIS in managing employee information and processes.
- Q.21 How can performance appraisal systems improve worker performance.
- Q.22 What strategies can organizations employ to attract and retain top talent through fringe benefits?

SECTION-D

Note: Long answer questions. Attempt any two questions out of three Questions. (2x8=16)

- Q.23 Define HRM. What are the main functions of the HR Department in a Company.
- Q.24 How will you explain the importance of HRP for growing firm in present scenario.
- Q.25 Discuss the various methods of performance appraisal in detail.