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Roll No.

226731

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 performances 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.