

- Q.22 Describe two methods of recruitment commonly used by organizations.
- Q.23 What is the purpose of performance appraisal? Provide two benefits of conducting performance appraisals.
- Q.24 Briefly explain the difference between training and development in HRM.
- Q.25 What is employee turnover, and how does it impact organizations?
- Q.26 Explain in brief the process of human resource planning.
- Q.27 Discuss the role of HR managers in an organization.
- Q.28 What are the key elements of a good training program?
- Q.29 Describe the role of feedback in the training process.
- Q.30 Explain why performance appraisal is necessary for both employees and employers.
- Q.31 Identify two internal and two external sources of recruitment.
- Q.32 What are the essential qualities of a good manager?
- Q.33 Describe two challenges organizations may face in the recruitment process.
- Q.34 Define training and discuss methods of training.
- Q.35 Define Human resource planning and write its nature.

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 What is human resource management? Discuss its importance.
- Q.37 Define recruitment and discuss its methods.
- Q.38 Explain the concept of training and discuss its importance.

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3rd Sem / Branch : FAA, DBM (IPM)

**Subject:- Human Resource Management / Pers. Mgmt. /
Recr. & Tra. Prac.**

Time : 3Hrs.

M.M. : 100

SECTION-A

Note: Multiple choice questions. All questions are compulsory
(10x1=10)

- Q.1 Which of the following is NOT a function of HRM?
- Recruitment and selection
 - Training and development
 - Financial accounting
 - Performance appraisal
- Q.2 What is the primary purpose of performance appraisal?
- Determining employee salaries
 - Identifying training needs
 - Evaluating employee performance
 - Conducting job analysis
- Q.3 Which training method involves learning from experienced employees on the job?
- Role-playing
 - Simulation
 - Coaching
 - E-learning
- Q.4 Which of the following is NOT a type of compensation?
- Discipline
 - Bonus
 - Salary
 - Benefits

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- Q.5 What is the primary role of HR managers in an organization?
- Handling financial accounting
 - Overseeing production processes
 - Conducting market research
 - Managing human resources
- Q.6 Which of the following is NOT a function of HR managers?
- Performance appraisal
 - Product development
 - Training and development
 - Employee relations
- Q.7 What is recruitment?
- Training new employees
 - Selecting candidates for promotion
 - Attracting and hiring qualified candidates
 - Evaluating employee performance
- Q.8 Which of the following is an external source of recruitment?
- Campus recruitment
 - Internal job postings
 - Employee referrals
 - Succession planning
- Q.9 Which of the following is NOT a method of addressing a surplus of labor identified in Human Resource Planning?
- Layoffs or downsizing
 - Offering voluntary retirement packages
 - Implementing training and development programs
 - Hiring temporary or contract workers
- Q.10 Which external factor is considered in Human Resource Planning?
- Employee skills and qualifications
 - Market competition
 - Employee turnover rates
 - Performance evaluations

SECTION-B

Note: Objective type questions. All questions are compulsory.
(10x1=10)

- Q.11 Employee referral is a traditional source of recruitment. (True/False)
- Q.12 Human Resource Management (HRM) primarily focuses on managing physical resources within an organization. (True/False)
- Q.13 Job analysis involves identifying the skills, knowledge, and abilities required to perform a particular job. (True/False)
- Q.14 Recruitment is the process of just selecting the right candidate for a job vacancy. (True/False)
- Q.15 Performance appraisal is systematic process of evaluating individual employee performance. (True/False)
- Q.16 Training and development activities are only conducted for new employees. (True/False)
- Q.17 Compensation management includes determining employee salaries and benefits. (True/False)
- Q.18 Human Resource Planning (HRP) involves forecasting future demand for and supply of employees. (True/False)
- Q.19 The purpose of a job description is to provide information about the qualifications required for a specific job. (True/False)
- Q.20 Grievance handling is a part of the employee termination process. (True/False)

SECTION-C

Note: Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Define Human Resource Management (HRM) and explain its importance in organizations.

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