

SECTION-C

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

- Q.21 List out the importance of Induction process.
- Q.22 How is work behavior affected by job satisfaction?
- Q.23 Briefly discuss the concept of Job specification.
- Q.24 What are the limitations of Human resource management.
- Q.25 Outline the effects of labor turnover.
- Q.26 Write a short note on Exit Interviews.
- Q.27 Briefly explain the measures to control absenteeism in an organization.
- Q.28 State the various disadvantages of Job enrichment.
- Q.29 What are the determinants of Job Satisfaction. Explain in brief.
- Q.30 Write a note on quality of work life.
- Q.31 What are psychological tests?
- Q.32 State the objectives of Job analysis.
- Q.33 Discuss the techniques of Job Enlargement.
- Q.34 What is separation? State 4 causes of separation.
- Q.35 Why is it important to have a good selection process.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x10=20)

- Q.36 Define HRM. State the importance and features of HRM.
- Q.37 Explain the process of selection in detail.
- Q.38 Write short note on :
 - a) Impact of technology of HRM
 - b) Ways to control labor turnover

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SECTION-A

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

- Q.1 Which of the following best describes the role of HRM in talent acquisition?
 - a) HRM has no role in talent acquisition
 - b) HRM attracts and hires the right talent for the organization
 - c) HRM focuses only on employee retention
 - d) HRM is responsible for marketing the organization's products
- Q.2 Which role of HRM involves designing compensation packages and benefits programs for employees?
 - a) Administrative role
 - b) Strategic role
 - c) Compensation and benefits role
 - d) Employee relations
- Q.3 Which document outlines the qualifications, skills, and attributes required for a specific job?
 - a) Job analysis b) Job description
 - c) Job specification d) Job evaluation
- Q.4 What is the main goal of the placement process?
 - a) To select the best candidates

- b) To provide initial training
 - c) To match employee's skills with job requirements
 - d) To evaluate employee performance
- Q.5 Which of the following is typically covered in an employee induction program?
- a) Company history and vision
 - b) Advanced job training
 - c) Employee grievances and complaints
 - d) Customer relationship management
- Q.6 What is the primary goal of job enrichment?
- a) Increasing the quantity of tasks in a job
 - b) Enhancing the quality of work in a job
 - c) Eliminating all job-related tasks
 - d) Decreasing job satisfaction
- Q.7 Which of the following is NOT a common cause of absenteeism?
- a) Illness
 - b) Lack of job satisfaction
 - c) Employee recognition
 - d) Family emergencies
- Q.8 What is labor turnover?
- a) The process of recruiting new employees
 - b) The rate at which employees leave and are replaced within an organization
 - c) The percentage of employees who take unpaid leave
 - d) The process of training and development
- Q.9 Which stage of the selection process typically involves reviewing resumes, conducting initial interviews, and shortlisting candidates?

- a) Job offer
 - b) Preliminary screening
 - c) Placement
 - d) Performance appraisal
- Q.10 Which of the following is a component of job analysis?
- a) Job posting
 - b) Job evaluation
 - c) Job offer letter
 - d) Job orientation

SECTION-B

- Note:** Objective type questions. All questions are compulsory. (10x1=10)
- Q.11 The primary purpose of job analysis is to understand the requirements of a person. (True/False)
- Q.12 HRM important for an organization because it reduces employee turnover. (True/False)
- Q.13 The main purpose of a job specification is to specify the qualifications needed for the _____. (Job/Task)
- Q.14 The primary purpose of an induction program (Orientation) for new employees is to introduce employees to company culture and policies. (True/False)
- Q.15 State one potential benefit of job enrichment.
- Q.16 High rates of _____ can indicate issues such as dissatisfaction with the job, poor working conditions, or lack of employee engagement.
- Q.17 _____ interviews are often conducted with departing employees to gather feedback and insights into their reasons for separation
- Q.18 State on effect of labour turnover.
- Q.19 "HRM is not of recent Origin", is the statement (True/False)
- Q.20 State one importance of HRM