

- Q.22 Discuss the limitation of HRM
 - Q.23 Give the concept of job specification
 - Q.24 Discuss the contents of job analysis
 - Q.25 Explain the process of selection
 - Q.26 Give the importance of Placement
 - Q.27 Write a short notes on Intelligence Test
 - Q.28 Discuss the technique of job enlargement
 - Q.29 Write a short note on quality of work life
 - Q.30 Describe the causes of absenteeism
 - Q.31 How we can controls a labor turnover . Discuss
 - Q.32 Give the concept of separation
 - Q.33 Discuss the objectives of job description
 - Q.34 Describe the impact of technology on human resource management
 - Q.35 Write a short note on work behavior

SECTION-D

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

- Q.36 What do you mean by Placement ? Explain the process of placement

Q.37 Define human resource management. Explain the importance and role of human resource in an organization.

Q.38 Define job enlargement. Explain different techniques of job enlargement.

No. of Printed Pages : 4 186742-I/126742-I/106761-I
Roll No.

4th Sem / DBM, DBM (IPM)
Subject:- Human Resource Management-II

Time : 3Hrs.

M.M. : 100

SECTION-A

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

- Q.1 Job specification includes

 - a) Physical characteristics
 - b) Psychological Characteristics
 - c) Personal characteristics
 - d) All of these

Q.2 The content of job description involves _____

 - a) Job title, condition of work
 - b) Educational qualification, skills
 - c) Both a and b
 - d) None of the above

Q.3 HR managers are generally the _____ managers:

 - a) Line b) Middle
 - c) Staff d) Top

Q.4 Which of the following Procurement function of HRM ?

 - a) Job analysis b) HRP
 - c) Placement d) All of the above

Q.5 Which of the following is a stated outcome of 'Job analysis'

 - a) Job description b) Job specification
 - c) Job evaluation

- Q.6 Which of these activities are not included in the scope of human resource management ?
a) Job analysis and design
b) Motivation and communication
c) Safety and health
d) Organizational structure and design
- Q.7 Selection is _____ in its application as much as it seeks to eliminate as many unqualified applications as
a) Both negative and positive
b) Positive
c) Negative
d) None of the above
- Q.8 _____ helps organization reduce employee turnover and absenteeism
a) Job design
b) Training and development
c) Wage revision
d) All of the above
- Q.9 HRM includes:
a) Training and development
b) Recruitment
c) Selection
d) All of these
- Q.10 Human resource management emphasis
a) Development of people
b) Punishment of people
c) Adoption of people
d) None of these

SECTION-B

- Note:** Objective type questions. All questions are compulsory. (10x1=10)
- Q.11 Placement precedes selection (True/False)
Q.12 Two human resource departments will have precisely the same roles and responsibilities. (True/False)
Q.13 Human resource management is increasingly becoming a purely administrative function (True/False)
Q.14 All HR skills require some ability as operational executor (True/False)
Q.15 Job description is a written statement explaining the purpose of a job (True/False)
Q.16 Absenteeism is a major social problem with cost for the individual worker alone (True/False)
Q.17 The one reason for job dissatisfaction is pay and benefits (True/False)
Q.18 HRM is a process of managing human resources
Q.19 Selection of candidates begins where their recruitment end (True/False)
Q.20 By using overtime an employer avoids the costs and time associated with recruiting selecting and training employees (True/False)

SECTION-C

- Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)
- Q.21 What are the importance of human resource in an organization ?