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

Time : 3 Hrs.   M.M. : 100

SECTION-A

Note: Multiple type Questions. All Questions are compulsory.   (10x1=10)

Q.1 Which of the following best describes the role of Human Resources Management (HRM) in an organization?

a) Managing Financial resources

b) Managing human capital

c) Managing technological resources

d) Managing physical infrastructure

Q.2 What is the primary objective of job analysis?

a) To determine the salary for a particular position

b) To identify training needs for employees

c) To evaluate the requirements of a job

d) To evaluate employee performance

Q.3 Which method of selection involves assessing a candidate's cognitive abilities?

a) Interviews   b) Psychological tests

c) Intelligence tests   d) Group discussions

Q.4 Which technique focuses on increasing the variety of tasks within a job?

a) Job enrichment   b) Job description

c) Job rotation   d) Job specialization

Section-C

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

Q.21 Write a note on Human Resource Management.

Q.22 List the features of Human Resource Management.

Q.23 Explain the importance of job analysis in HRM.

Q.24 What are the objectives of job description?

Q25 Name two methods of employee selection other than interviews.

Q.26 Discuss job enrichment.

Q.27 What is absenteeism in the context of HRM?

Q.28 Briefly explain the concept of labour turnover.

Q.29 What are the cause of job dissatisfaction?

Q.30 Describe the impact of technology on HRM.

Q.31 Explain the process of employee induction.

Q.32 What is the purpose of job satisfaction surveys?

Q.33 Discuss exit interviews.

Q.34 What are the methods used for controlling absenteeism?

Q.35 Briefly explain the significance of quality of work life.

Section-D

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

Q.36 Discuss the role of Human Resource Management in enhancing organizational performance. Include examples to support your answer.

Q.37 Compare and contrast job enlargement and job enrichment. Explain how they contribute to employee motivation and productivity.

Q.38 Analyse the impact of labour turnover on organizational effectiveness. Discuss strategies that organizations can implement to reduce labour turnover and retain talented employees.

Q.5 What is the primary concern of measuring absenteeism and labour turnover?
a) Ensuring employee satisfaction
b) Identifying causes of employee dissatisfaction
c) Improving productivity
d) Managing recruitment costs

Q.6 How does technology impact HRM?
a) It reduces the need for HR professionals
b) It enhances communication between employees and management
c) It increases administrative tasks for HR departments
d) It decreases the importance of employee training

Q.7 What does the process of job analysis involve?
a) Evaluating employee performance
b) Identifying tasks, duties, and responsibilities of a job
c) Conducting exit interviews
d) Assessing employee engagement levels

Q.8 What is the importance of induction and placement in HRM?
a) To assess employee performance
b) To provide training to new employees
c) To ensure smooth integration of new employees into the organization
d) To determine employee benefits

Q.9 How does job enrichment differ from job enlargement?
a) Job enrichment focuses on increasing the number of tasks, while job enlargement focuses on increasing the depth of tasks.
b) Job enrichment focuses on increasing the depth of tasks, while job enlargement focuses on increasing the number of tasks
c) Job enrichment involves promoting employees, while job enlargement involves hiring new employees
d) Job enrichment involves reducing the number of tasks, while job enlargement involves increasing the depth of tasks.

Q.10 What is a common cause of labour turnover?
a) Employee engagement programs
b) Work target
c) Poor working conditions
d) Effective leadership training

Section-B

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

Q.11 Human Resource Management primarily focuses on managing financial resources. True/False

Q.12 Job analysis involves identifying the tasks, duties and responsibilities of a job. True/False

Q.13 Assessment centres are commonly used in the process of employee placement. True/False

Q.14 Job enrichment involves decreasing the variety of tasks within a job. True/False

Q.15 Absenteeism refers to the intentional absence of employees from work without a valid reason. True/False

Q.16 Technology has no impact on Human Resources Management. True/False

Q.17 Job description communicates the qualifications required for a particular job. True/False

Q.18 Induction is the process of evaluating job applicants for selection. True/False

Q.19 Job satisfaction has no correlation with work behaviour. True/False

Q.20 Exit interviews are conducted to assess employee satisfaction and reasons for leaving the organization. True/False