

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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M.M. : 100

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

- Q.5** b) To provide initial training
c) To match employee's skills with job requirements
d) To evaluate employee performance
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 or 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