	<u>Utech</u>
Name:	
Roll No.:	To Advance (19 Exercising 2 and Excellent)
Invigilator's Signature :	

CS/MBA(New)/SEM-2 (FT)/MB-206/2011 2011

HUMAN RESOURCE MANAGEMENT

Time Allotted : 3 Hours Full Marks: 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP - A

(Multiple Choice Type Questions)

J	l.	Choose the	e correct	alternati	ives for	any te	en of the	following	; :

 $10 \times 1 = 10$

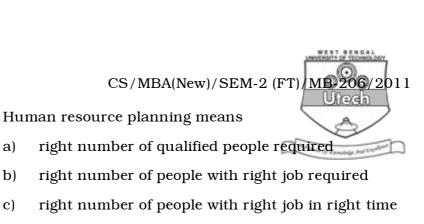
				10 ×		
i)	HRM follows an approach which is					
	a)	reactive	b)	proactive		
	c)	restive	d)	none of these.		
ii)	Trade Unions Act came into force in					
	a)	1947	b)	1926		
	c)	1948	d)	2000.		
iii)	Which of the following is a Negative Discipline?					

- - Counselling a)
 - b) Charge sheet
 - Promotion and transfer c)
 - d) None of these.

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- iv) Selection is a process of
 - a) Recruitment
- b) Elimination
- c) Examination
- d) Elevation.
- v) The personnel Manager acts as
 - a) Advisor
- b) Mediator
- c) Counsellor
- d) All of these.
- vi) Industrial relations mean
 - a) relation between employer and employee
 - b) relation between employer and government
 - c) relation between employee and government
 - d) all of these.
- vii) Example of managerial function of HRM is
 - a) Planning
 - b) Job analysis
 - c) Health and safety
 - d) Welfare.
- viii) 'One man one boss' principle is followed in
 - a) Corporate organization
 - b) Staff organization
 - c) Line organization
 - d) Matrix organization.



- An example of the simulation method of training is X)
 - a) Job rotation

all of these.

- b) Fish-bowl exercise
- c) T-training

ix)

a)

b)

c)

d)

- d) Business games.
- The first stage of career development cycle is xi)
 - a) Exploratory
- b) Establishment
- c) Maintenance
- d) Decline.
- xii) The disadvantages of rating scale is
 - a) cost

- b) feedback
- c) time involved
- d) quantification of score.

GROUP - B

(Short Answer Type Questions)

Answer any three of the following.

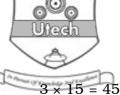
 $3 \times 5 = 15$

- 2. What is "Human Resource Management"? Briefly state the function of a "human resource manager"? 2 + 3
- 3. Explain the method of 360° appraisal.
- 4. What are the various factors affecting wage & salary administration?
- 5. What is meant by the Collective Bargaining?
- 6. Briefly state the various barries to selection.

GROUP - C

(Long Answer Type Questions)

Answer any three of the following



- 7. a) Discuss the various HRD interventions for individual development through non-training programme.
 - b) Design an induction training programme for management trainees. 5 + 10
- 8. What are the causes and effects of grievances in an organization? Describe the grievance procedure and discuss why grievances should be settled at the level at which they occur. 8+7
- 9. What is collective bargaining? What are the objectives of collective bargaining? Discuss in brief the process of collective bargaining. 2+4+9
- Explain different methods of assessment of HRD needs.
 Discuss two non-training methods of developing individuals.

9 + 6

11. What are the factors influencing the wage structure? State briefly the methods of fixing the wages and salaries in an organization. 6+9