COURSE – MBA, PAPER –II , SUBJECT CODE – MBA201

SUBJECT – HUMAN RESOURCE MANAGEMENT

Max Marks : 70   **Min Pass Marks : 28**

➢   All questions are compulsory.

➢   Be precise in your answers**.**

Que 1   Multiple choice : Read the following questions carefully and choose the suitable answer: 10X1=10

(i)   Human factor can be defined as:
   A. The entire concept of human behaviour
   B. Socio economic factor
   C. Physiological and Psychological
   D. None

(ii)   HRM can be understood as the process of
   A. Recruiting and selecting
   B. Motivating
   C. Training and maintaining
   D. All of the above

(iii)   HR policy makes employees
   A. Better person
   B. Train for future positions
   C. Knowledgeable person
   D. None

(iv)   Which practices will help to overcome the HR promotions
   A. Innovative
   B. Cultural
   C. Social
   D. None

(v)   Employees training requires to meet
   A. Job requirement
   B. Job enhancement
   C. Job analysis
   D. Job enrichment

(vi)   Job evaluation is based on:-
   A. Conceptual skill
   B. Complexity of to the job to perform
   C. Physical skills required
   D. Relative job worth

(vii)   Which performance appraisal consumes lot of time
   A. Essay method
   B. Critical incident
   C. Rating Scale
   D. Test and observation

(viii)   Which forecasting technique is fastest?
   A. Work study
   B. Flow models
   C. Ratio trend analysis
   D. Demand forecast

(ix) **Which is an off the job training method?**
  A. Orientation Training
  B. Job rotation
  C. Coaching
  D. Simulation

(x) **According to Taylor's differential plan, the worker is paid according to:-**
  A. Degree of efficiency
  B. Degree of loyalty
  C. Degree of flexibility
  D. Degree of understanding

Que 2 Short Answer (Any Five) –   5x4=20

(a) What is Human resource audit?

(b) Define Job enrichment.

(c) Outline the four major trade unions of India.

(d) Define manpower planning. Explain the various steps involved in manpower planning?

(e) What are various models of HRM? Explain at least one model in detail.

(f) Define Training. Explain the significance of training needs analysis with reference to training evaluation.

(g) What are various models of HRM? Explain at least one model in detail.

Que 3 Long Answer (Any Five) –   8x5=40

(a) Justify "Recruitment is positive & Selection is a negative process"?

(b) Outline the ethical and social issues in HRM.

(c) Distinguish between job evaluation and performance appraisal.

(d) Explain the concept of Training Evaluation with the help of Kirk Patricle's Model?.

(e) Define Human Resource Management & discuss the difference between Personnel Management and HRM.

(f) "Job Design is a result-oriented tool for optimal utilization Human Resources". Discuss with example.

(g) Explain the recent HR trends in organizations.

(h) 'Organizational Strategies have linkages with HR strategies" Discuss.

(i) What is the need of manpower planning in an organization? Discuss its benefits & process in detail.

(j) "Money spend on Training is not on expenditure but an investment". Explain.

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