BRAINWARE UNIVERSITY

Course – MBA

Human Resource Management (MBA206)

(Semester – 2)

Time allotted: 3 Hours   **Full Marks: 70**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Multiple Choice Type Question)   10 x 1 = 10

1. *Choose the correct alternative from the following*

(i)   Effective HRM leads to:

a. Organizational success   b. Organizational failure

c. Organizational complexity   d. Organizational inefficiency

(ii)   Which of the following skills are required most by the Top-level managers? Select correct option:

a. Technical skills   b. Interpersonal skills

c. Conceptual skills   d. All of the given options

(iii)   Following are all included in 'Statistical Approach' of forecasting EXCEPT: Select correct option:

a. Trend analysis   b. Sensitivity analysis

c. Ratio analysis   d. Regression analysis

(iv)   A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____

a. HRP   b. Selection

c. Induction   d. None

(v) Career counselling is included in which of the functions of HRM? Select correct option:

      a. Compensation & benefits   b. Planning and selections

      c. Training & development   d. Maintaining HRIS

(vi) Which of these is the most important external factor governing recruitment?

      a. Sons of soil   b. Labour market

      c. Unemployment rate   d. Supply and demand

(vii) Which of the selection steps is the most critical?

      a. Physical examination   b. Selection decision

      c. Reference & background checks   d. Employment Interviews

(viii) _____ is an objective assessment of an individual's performance against well-defined benchmarks.

      a. Performance Appraisal   b. HR Planning

      c. Information for goal identification   d. None of the above

(ix) Which of the following is not an objective of the Human Resource Management Function?

      a. Societal objectives   b. Political objectives

      c. Personal Objectives   d. Organizational Objectives

(x) What is linked with performance appraisal?

      a. Job Design   b. Development

      c. Job analysis   d. None of the above

Group – B

(Short Answer Type Questions)   3 x 5 = 15

Answer any *three* from the following

2. Explain the importance of HRM.   5

3. Define HRD.   5

4. What is potential appraisal?   5

5.   Explain Induction process.   5

6.   Define the term 'Industrial Relations'.   5

Group – C

(Long Answer Type Questions)   3 x 15= 45

Answer any *three* from the following

7.   (a)   Explain quality circle activities.   9

      (b)   Define fair wage.   6

8.   (a)   Explain different demand forecasting techniques applied in organizations.   10

      (b)   What is the difference between recruitment & selection?   5

9.   (a)   Define living wage.   5

      (b)   What is fringe benefit? Elucidate.   4

      (c)   Differentiate between HRM & HRD.   3

      (d)   Explain MBO objectives.   3

10.   (a)   What is 360-degree appraisal programme?   5

      (b)   Define BARS.   5

      (c)   Explain the role of a trade union in an organization.   5

11.   (a)   Explain role of the parties involved in IR.   10

      (b)   What is the meaning of employee empowerment?   5