



BRAINWARE UNIVERSITY

Course –MBA

Human Resource Management (MBA 206)

(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)

1. Answer all questions

10 x 1 = 10

i) The Industrial Disputes Act was enacted in

- a) 1952
- b) 1961
- c) 1977
- d) 1947

ii) The method of Executive/Management Development which improves interpersonal competence is

- a) Case study
- b) Incident method
- c) Sensitivity Training
- d) Vestibule Training

iii) The full name of MBO is

- a) Managing beforehand objectives
- b) Management by objectives
- c) Management by order
- d) Motivating by optimizing benefits

iv) The 9.9 style of Management in Managerial Grid is termed as

- a) Benevolent Management
- b) Autocratic Management
- c) Impoverished Management
- d) Country Club Management

v) Under Simulation Method, the two techniques are named as

- a) Lecture and Brainstorming
- b) MBO and Sensitivity Training
- c) Induction and case study
- d) Case study and Role Play

vi) Under Managerial Grid the 5.5 style of leadership is called as

- a) Country Club Management
- b) Benevolent Management
- c) Autocratic Management
- d) Middle of the road Management

vii) The first stage of career development cycle is

- a) Exploratory
- b) Establishment
- c) Maintenance
- d) Decline

viii) To establish a works committee the minimum number of employees required is

- a) 50
- b) 100
- c) 150
- d) 1000

ix) The first Indian Trade Union established in India was –

- a) AITUC
- b) INTUC
- c) CITU
- d) BMS

x) The dispute settlement machinery set by Central and State Government to mediate all disputes who enjoys powers of a civil court is termed as

- a) Conciliation Officer
- b) Arbitrator
- c) Adjudication
- d) Labour Court

Group – B

(Short Answer Type Question)

Answer any three

3 x 5 = 15

2. Explain functions of HR Manager in today's organizations.
3. Explain process of registration of Indian trade unions. Describe status of a registered union.
4. Explain job description and job specification with suitable example.
5. Explain any two demand forecasting methods.
6. Explain different types of Tests and Interviews applied in modern selection process.

Group – C

(Long Answer Type Question)

Answer any three

3 x 15 = 45

7. Explain collective bargaining process and different barriers for successful collective bargaining in India.
8. Explain different types of Performance Appraisal Process. Describe the possible errors that may occur in Performance Appraisal Process.
9. Explain the concept Workers' Participation in Management and its forms operating till date in India.
10. Explain types of misconduct and domestic enquiry process to deal with an alleged employee.
11. Explain types of industrial dispute and parties involved for settlement of dispute.