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398, Ramkrishnapur Road, Barasat
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BRAINWARE UNIVERSITY

Term End Examination 2024-2025

Programme – MBA(HM)-2024

Course Name – Human Resource Management

Course Code - MHM10105

(Semester I)

Full Marks : 60

Time : 2:30 Hours

[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 x 15=15

1. Choose the correct alternative from the following :

- (i) Name a common method used for employee selection.
 - a) Job Posting
 - b) Interview
 - c) Performance Review
 - d) Salary Negotiation
- (ii) Name the primary objective of Human Resource Management.
 - a) Employee Welfare
 - b) Profit Maximization
 - c) Talent Acquisition
 - d) Customer Satisfaction
- (iii) Who should infer the need for training?
 - a) Employees
 - b) HR Managers
 - c) Financial Analysts
 - d) Marketing Managers
- (iv) Show the relationship between training and employee performance.
 - a) Direct
 - b) Indirect
 - c) Circular
 - d) Independent
- (v) When should absenteeism reports be generated?
 - a) Annually
 - b) Monthly
 - c) Daily
 - d) Weekly
- (vi) Who should infer the need for training in HR?
 - a) Employees
 - b) HR Managers
 - c) Financial Analysts
 - d) Marketing Managers
- (vii) Choose an example of job evaluation activity.
 - a) Job Termination
 - b) Job Classification
 - c) Product Development
 - d) Cost Reduction
- (viii) Who should infer the need for changes in wage policy?
 - a) Employees
 - b) HR Managers
 - c) Financial Analysts
 - d) Marketing Managers
- (ix) Select an activity related to financial incentives.

- a) Health Check-ups
- b) Performance Reviews
- c) Salary Negotiation
- d) Team Building
- (x) Choose a key determinant of executive compensation.
 - a) Job Security
 - b) Market Value
 - c) Employee Satisfaction
 - d) Office Location
- (xi) Spell the acronym for International Labour Organization.
 - a) ILO
 - b) ILR
 - c) OLI
 - d) IOL
- (xii) Who should identify workplace hazards?
 - a) Management
 - b) Employees
 - c) Trade Unions
 - d) All of the Above
- (xiii) List one responsibility of trade unions.
 - a) Enhance Employer Profit
 - b) Protect Employee Rights
 - c) Increase Prices
 - d) Limit Worker Rights
- (xiv) Mark a significant function of the International Labour Organization.
 - a) Market Regulation
 - b) Promote Fair Labor Standards
 - c) Increase Profits
 - d) Limit Trade Unions
- (xv) List the main objectives of social security.
 - a) Reduce Costs
 - b) Improve Employee Morale
 - c) Ensure Worker Welfare
 - d) Maximize Profits

Group-B

(Short Answer Type Questions)

3 x 5=15

- 2. What is Human Resource Management? (3)
- 3. What is Training and Development? (3)
- 4. Illustrate the steps involved in conducting a performance appraisal process. (3)
- 5. Analyze the effectiveness of various wage determination theories in different industry sectors. (3)
- 6. Explain the role of executive compensation in attracting and retaining top leadership talent. (3)

OR

Explain the objectives of compensation management in an organization. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

- 7. What is the concept of Executive and Management Development? (5)
- 8. Illustrate the ways productivity analysis is conducted in healthcare settings and its impact on service quality. (5)
- 9. Explain the importance of productivity analysis in healthcare and its impact on organizational efficiency. (5)
- 10. Explain the principles of effective compensation and how they contribute to employee motivation. (5)
- 11. Explain the scope, and Functions of HRM. (5)
- 12. Infer the impact of workers' participation in management on decision-making processes and employee satisfaction. (5)

OR

Infer the long-term benefits of implementing comprehensive labor welfare and social security programs for employees. (5)

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