

which is wider in its approach and does not relate only to providing formal qualification

- a) False
b) True
c) Incomplete
d) None of the above
- (x) Statement A: Employers usually survey other firms to see if they are paying comparable pay for comparable jobs. Statement B: Most employers pay just one pay rate for all jobs in a particular pay grade.
- a) Both statements A and B are correct.
b) Both statements A and B are incorrect.
c) Statement A is correct and B is incorrect.
d) Statement A is incorrect and B is correct.
- (xi) Reviewing relevant background information such as organization charts, process charts and job description is the _____ step in doing a job analysis.
- a) First
b) Second
c) Third
d) Fourth
- (xii) Which of the Selection steps is the most critical.
- a) Physical examination
b) Selection decision
c) Reference and Background checks
d) Employment interviews
- (xiii) Justify how performance appraisal can contribute to a firm's competitive advantage.
- a) Ensures legal compliances
b) Minimizing job dissatisfaction and turnover
c) Improves performance
d) All of the above
- (xiv) Choose the most widely used single method of selection
- a) Psychological test
b) Interviewing
c) Both (a) and (b)
d) None of the above
- (xv) Rearrange the steps of recruitment. I. Searching II. Evaluation and control III. Planning IV. Screening V. Strategy development
- a) III, II, I, V, IV
b) III, V, I, IV, II
c) IV, V, III, I, II
d) II, I, IV, V, III

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Group-B

(Short Answer Type Questions)

3 x 5=15

2. How would you conduct an e-recruitment process if you are an HR of a company? (3)
3. A leading Company wants to retain its top executives in all the departments, Advise the CEO (3) about a plan to motivate the executives. The competitors are ready to hire the executives. How will you retain the executives?
4. Explain how interviewing is considered effective method of selection and recruitment. (3)
5. Design a training program for a newly joined sales trainee of a Pharmaceutical company. (3)
6. Describe the need for evaluation of training program. (3)

OR

Describe the need for the evaluation of training program (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Compare the functions of HRM and HRD and HRP. (5)
8. Explain any 5 methods of Training. (5)
9. What is interviewing? List and explain any four types of interviewing methods. (5)
10. Examine the implication of Workforce diversity on Job design. (5)
11. Distinguish between Job Description, Job Specification and Job Enrichment. (5)
12. Distinguish between Micro and Macro level view of HRP. (5)

OR

How can an organization develop human resource plans, when there are many rapidly changing environmental factors over which manager have little or no control? (5)
