



## BRAINWARE UNIVERSITY

Term End Examination 2023

Programme – MBA-2022

Course Name – Human Resources Management

Course Code - MBA204

( Semester II )

Library  
Brainware University  
398, Ramkrishnapur Road, Barasat  
Kolkata, West Bengal-700125

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) Assertion (A): Compensation has two vital domains economic concept and psychological concept. Reasoning ( R): Compensation basically represents an employment contract.
- a) A is correct and R is the right explanation of A.      b) A is correct but R is not the right explanation of A.
- c) A is correct but R is not correct.      d) A is not correct but R is correct
- (ii) Which of the following is not a method of Individual training need identification?
- a) Attitude survey      b) work sample
- c) exit interview      d) interview
- (iii) How would you evaluate an employee's performance?
- a) Sales revenue generated      b) Customer and Peer feedback
- c) Level of creativity      d) All of the above
- (iv) \_\_\_\_\_ is the step where the management finds out how effective it has been at hiring and placing employees.
- a) Performance Management      b) Performance analysis
- c) Performance appraisal      d) Performance evaluation
- (v) Which of the below is not an objective of Performance appraisal
- a) assessment of performance      b) Measuring the efficiency
- c) maintaining organisational control      d) Designing Organisational goal
- (vi) \_\_\_\_\_ is not a step of performance appraisal
- a) Communicating standards      b) comparing actual with standards
- c) Discussing the results      d) adjusting the standards

- (vii) The actual performance is compared with the standard performance to
- a) Identify the gap  
b) give them training  
c) improve performance  
d) all of the above
- (viii) \_\_\_\_\_ is not included in the advantages of Performance Appraisal
- a) Compensation  
b) Communication  
c) Selection  
d) Motivation
- (ix) \_\_\_\_\_ method is used to have a detailed evaluation of an employee from all the perspectives.
- a) BARS  
b) Assessment Center  
c) MBO  
d) 360 Degree
- (x) "If a worker has few absences, his supervisor might give him a high rating in all other areas of work" this is an example of \_\_\_\_\_ bias in Performance Appraisal
- a) Halo effect  
b) Central Tendency  
c) Personal Biases  
d) Stereo Typing
- (xi) Analyze which of the following is not a method of 'on the job training'?
- a) Supervision  
b) Job instruction  
c) Role play  
d) Job rotation
- (xii) Analyze the various levels at which HRD related need assessment is undertaken?
- a) organization skill person  
b) organization knowledge individual  
c) organization task group  
d) organization task person
- (xiii) Explain the differences between Job design and Job analysis
- a) Job design is performed before Job analysis.  
b) Job design mainly focuses on work division and effective performance of tasks and job completion whereas Job analysis is about effective and appropriate selection of candidates.  
c) Both (a) and (b)  
d) Only (b)
- (xiv) The concept of MBO was developed by
- a) Elton Mayo  
b) F.W. Taylor  
c) Peter Drucker  
d) Philip Kotler
- (xv) \_\_\_\_\_ is any learning activity, which is directed towards future needs rather than present needs
- a) Training  
b) Education  
c) Instruction  
d) Development

### Group-B

(Short Answer Type Questions)

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3 x 5=15

2. Explain briefly about the types of training. (3)
  3. Define recruitment (3)
  4. Explain job evaluation (3)
  5. Analyze the importance of motivation in HRD (3)
  6. How can you justify the use of psychometric tests in the employee selection process in HRM? (3)
- OR**
- How can you judge the fairness of compensation and benefits packages in HRM? (3)



**Group-C**  
(Long Answer Type Questions)

5 x 6=30

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|---|-----|
| 7. Explain any 5 methods of Training  | (5) |
| 8. Describe the concept of Performance Appraisal.                                       | (5) |
| 9. Summarize the stages of recruitment process.   | (5) |
| 10. How can an organization increase its human resource supply?                         | (5) |
| 11. Assess the steps involved in training programmes organized for large organizations. | (5) |
| 12. How do financial and non-financial rewards differ?                                  | (5) |

**OR**

Distinguish between Job Description, Job Specification and Job Enrichment	(5)
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