

2016

**HUMAN RESOURCE MANAGEMENT**

**(Management Major)**

Full Marks – 80

Time – Three hours

The figures in the margin indicate full marks for the questions.

1. Choose the correct answers :  $1 \times 10 = 10$

(i) The process of developing the applicant's pool for job openings in an organisation is called \_\_\_\_\_. (Fill in the blank)

(a) hiring (b) recruitment

(c) selection (d) retention.

(ii) The division of total task to be performed into a manageable and efficient unit is :

(a) job design

(b) job specification

(c) job analysis

(d) job description.

[Turn over

(iii) The scope of human resource management includes :

- (a) procurement
- (b) development
- (c) compensation
- (d) all of the above.

(iv) Which is/are the factor/factors of job evaluation ?

- (a) skill
- (b) efforts
- (c) working condition
- (d) all of these.

(v) Which of the following is the objective of wage and salary administration ?

- (a) to establish fair and equitable compensation.
- (b) to attract qualified and competent personnel.
- (c) to improve motivation and morale of employees.
- (d) all of these.

(vi) — are benefits provided over and above the usual salary, usually without any effect on performance. (Fill in the blank)

- (a) retirement benefit
- (b) fringe benefit
- (c) individual incentive
- (d) wage incentive.

(vii) — can be defined as the duties, responsibilities and authority of a job. (Fill in the blank)

- (a) job description
- (b) job specification
- (c) job performance
- (d) all of these.

(viii) Identify the management function from the following functions

- (a) procurement
- (b) development
- (c) organising
- (d) performance appraisal

- (ix) Which of the following is an example of operative function of HR Manager ?  
(a) planning (b) organising  
(c) procurement (d) controlling.
- (x) Total Quality Management (TQM) focuses on:  
(a) employee  
(b) customer  
(c) both (a) and (b)  
(d) none of the above.
2. Write very short answers : (any five)  $2 \times 5 = 10$   
(i) What do you mean by the term 'kaizen' ?  
(ii) What is repatriation ?  
(iii) Write two distinctions between Domestic and International HRM.  
(iv) State the meaning of placement and induction.  
(v) Write two differences between recruitment and selection.  
(vi) What do you mean by virtual organisation ?  
(vii) What is incentive plan ?

7/4 (Sem-1) HRMN M1 (4) 6500(G)

3. Write short answers on any two (within 150 words each)  
(i) Outline the growth of HRM during the last decade.  
(ii) What are the key factors followed in Indian HRM?  
(iii) What are the merits and demerits of psychological tests as used in a selection process?  
(iv) Discuss the process of job design.  
(v) Discuss the prerequisites for a wage incentive plan.  
(vi) How does workforce diversity affect HRM?  
(vii) Discuss any three non-traditional methods with pertinence.
4. Explain the importance of HRM. Discuss few objectives and Policies.
- Or
- Evaluate the operative functions of HRM with examples.

7/4 (Sem-1) HRMN M1

5. Discuss the factors which influence the selection process. 10

Or

What are the various external recruitment sources? Discuss its advantages and disadvantages. 10

6. Enumerate any four individual wage incentive plans with appropriate examples. 10

Or

Explain the concept of 'living wage' and 'fair wage'. Briefly discuss the national wage policy of Indian government. 5+5=10

7. Identify the major challenges influencing HRM in the context of globalisation. Put forward your arguments to resolve these challenges. 10

Or

Distinguish between traditional and virtual organisation. Discuss the Human Resource Management issues in a virtual organisation. 4+6=10