

Total No. of printed pages = 7

4 (Sem-1) HRM MI

2017

HUMAN RESOURCE MANAGEMENT

Paper : 1·5

(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) _____ are responsible for assisting and advising line managers in areas like recruiting, hiring and compensation.

- (a) Human Resource Manager
- (b) Staff Manager
- (c) Functional Manager
- (d) Board members

[Turn over

(ii) Minimum wage means :

- (a) Wage sufficient to ensure the workman's food, shelter, clothing, frugal comfort and provision for adverse days.
- (b) Wage paid in proportion to workman's work efficiency.
- (c) A wage sufficient to satisfy the workman's basic needs.
- (d) A sum of money paid under contract by an employer to a workman for services rendered.

(iii) The poor quality of selection will mean extra cost on _____ and supervision.

- (a) training
- (b) recruitment
- (c) work quality
- (d) None of the above.

(iv) Which of these is the most important external factor governing the fixation of wages ?

- (a) Sons of soil
- (b) Labour market
- (c) Unemployment rate
- (d) Business strategy.

(v) The purpose of _____ determine :

- (a) worth of a job
- (b) time duration
- (c) expenses incurred
- (d) None of the above

(vi) Basis of job evaluation :

- (a) Job design
- (b) Job analysis
- (c) Job ranking
- (d) Any one of the above

(vii) Which of the following is not a fringe benefit ?

- (a) Health and safety
- (b) Contribution to gratuity
- (c) Leave facilities
- (d) All of the above

(viii) Which of the following is not an objective of wage incentive programmes ?

- (a) Developing ownership interest
- (b) Improving employee retention
- (c) Reducing labour cost
- (d) Facilitating the separation of employees.

(ix) Stock option and performance shares are examples of :

- (a) base salary
- (b) short-term incentive plan
- (c) long-term incentive plan
- (d) All of the above.

(x) Wages which are usually positioned above the minimum wages but below the living wages are described as :

- (a) real wages
- (b) fair wages
- (c) minimum wages
- (d) living wages.

2. Write short answers of within 30-40 words e

(i) Mention the oper
Resource Manage

(ii) What are Scrutiny a

(iii) What are the vari
which affect HR

(iv) What are the pre-
tests for selection

(v) List the factors ta
formulating recruit

(vi) What do you m
Induction ?

(vii) Write two distincti
international HRM

3. Write short answers on
within 150 words each

(i) Discuss the impa
Human Resource M

(ii) Discuss the Human
issues involved in

(iii) What are the essential factors involved in success of a job evaluation programme ?

(iv) What are the distinct qualities of a good HR Manager ?

(v) What are the requirements of a good Wage plan ?

(vi) What are the principal methods of wage payment ?

4. Describe the evolution of HRM in Indian scenario. 10

Or

What are the challenges of HRM in the global environment ? 10

5. Briefly explain the various methods of job evaluation. 10

Or

Discuss the objectives of wage and salary administration. Why is it important for the success of an organization ? 4+6=10

7/4 (Sem-1) HRM M1 (6)

6. Why do organisations recruitment ? Explain disadvantages of internal recruitment.

Explain the types of selection process in internal recruitment.

7. Discuss the basic steps of Human Resource Management.

Define International Human Resource Management. Discuss the reasons for International HRM.

7/4 (Sem-1) HRM M1 (6)