4(Sem-1) HRM MI

2018

HUMAN RESOURCE MANAGEMENT – I

Paper : 1·5

(Management Major)

Full Marks – 80

Pass Marks – 24

Time – Three hours

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

1. Choose the correct answers : 1×10=10

   (a) Which one of the following is an example of operative functions of Human Resource Manager ?

   (i) Planning

   (ii) Organising

   (iii) Procurement

   (iv) Controlling.

(b) When a company attracts talents from another firm by offering attractive pay packages and other terms and conditions, it is known as :

   (i) Outsourcing

   (ii) Poaching

   (iii) Hiring

   (iv) Stimulating.

(c) The point method of job evaluation is a

   (i) Qualitative technique

   (ii) Quantitative technique

   (iii) Field review technique

   (iv) Both (i) and (ii) above.

(d) "Kaizen" means

   (i) all time improvement

   (ii) continuous or ongoing improvement

   (iii) temporary improvement

   (iv) improvement of working conditions.

(e) Which of the follow
    incentive ?

   (i) Better working

   (ii) Educational op

   (iii) Promotion poli

   (iv) Leave encashm

(f) Rowan Premium Plan
    Rowan of David Ro

   (i) 1910

   (ii) 1911

   (iii) 1901

   (iv) 1921

(g) The six sigma concep
    1990s by :

   (i) International Bu

   (ii) Indian Tobacco

   (iii) General Motors

   (iv) General Electric

(h) The Factor Comparison Method was first developed by :

  (i) E. F. L Breach

  (ii) Elton Mayo

  (iii) E. J. Benge

  (iv) None of the above.

(i) —— discloses what, how and why the job is to be done.

  (i) Job analysis

  (ii) Job specification

  (iii) Job description

  (iv) All of the above.

(j) Virtual organisation is also known as

  (i) Informal organisation

  (ii) Technical organisation

  (iii) Digital organisation

  (iv) Mobile organisation.

7/4(Sem-1) HRM MI　　(4)　　10.000(G)

2. Write very short answers (v any *five* questions :

  (i) What do you mean by grievance managemer

  (ii) What is meant by " walking around" ?

  (iii) What is Job evaluatic

  (iv) State the meaning 'Induction'.

  (v) What do you mean by

  (vi) Write points of 'recruitment' and 'sel

  (vii) Define 'Halo Error'.

3. Write short answers on any within 100 words each :

  (i) Briefly describe the c

  (ii) What are the essentia policy ?

  (iii) Discuss the various ty provided by an organ

  (iv) Discuss five charact Human Resource Poli

7/4(Sem-1) HRM MI　　(5)

(v) Discuss the prerequisites for an effective wage incentive plan.

(vi) Distinguish between traditional and virtual organisation.

4. Discuss the significance, functions and challenges of Human Resource Management.   10

Or

Describe the status and qualities of a Human Resource Manager with special reference to plantation industry.   10

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

Or

Discuss the factors which influence the selection process.   10

6. Discuss the various methods and limitations of job evaluation.   10,

Or

Discuss the principles of wage and salary administration.

7. (a) What is incentive pla of incentive plan to th

Or

(b) Write briefly on any

(i) Basic steps in Resource activit

(ii) Steps in TQM

(iii) Exit interview

(iv) Financial and N