Seat No. : _____

AR-123

April-2022

MBA, Sem.-VIII

Human Resource Development

Time : 2 Hours]   **[Max. Marks : 50**

SECTION – I

1. (A) Elaborate Roles and responsibilities of HR Manager in production department.   **7**

    (B) Explain scope of HRM by citing an example IT Industry.   **7**

2. (A) Explain Job Analysis and various product of Job Analysis.   **7**

    (B) Define Selection and process of Selection for Hr Executive post in Organization.   **7**

3. (A) "XYZ Company wishes to appraise the performance of employees for the current year 2022-23." Suggest the best suitable methods to appraise the performance of employee in the organization.   **7**

    (B) As HRD Manager, what types of impediments you would face in conducting training programme ? Also suggest appropriate pedagogy to make training session more effective in the organization.   **7**

4. (A) Enlist and discuss indicators of potential among employees working in the organization. And write a detailed note on different career stages which represents career needs of the individual.   **7**

    (B) What are the different strategies taken at individual and organizational level for career development of the employees in the workplace ? Discuss.   **7**

5. (A) Differentiate between incentive and rewards. Also discuss reward practices prevailing in companies at national and international level with relevant examples.   **7**

    (B) Elaborate various types of benefits given to employees under social security legislation in India.   **7**

SECTION – II

Attempt any **EIGHT** out of **TEN** :   **8**

(1) Contract workmen are _____ employee.

    (a) Indirect   (b) Direct

    (c) Permanent   (d) None

(2) _____ of below is pillar of HRM.
   (a)   Procedure, Planning, Prediction   (b)   People, Process, Performance
   (c)   Structure, Design, Process   (d)   Product, Planning, Performance

(3) _____ forecasting method assumes that the factors that influence HR demand will behave in the future in the way as they did in the past.
   (a)   Macro   (b)   Long-term
   (c)   Onlooker   (d)   Medium-term

(4) Which of below is not advantage of Internal recruitment ?
   (a)   Reduce cost   (b)   Quicker process
   (c)   Ripple effect   (d)   Derive motivation

(5) _____ presents study material in a logical sequence step by step series of knowledge and mechanism for presenting reviews and checking on the knowledge gained by the trainee.
   (a)   Remote telecommunication   (b)   Job assignment
   (c)   T group   (d)   Programmed instruction

(6) _____ offers great opportunity for diversity of experiences. This pattern involves pursuing multiple projects, an individual gets the unique opportunity to be associated with a project for a long time.
   (a)   Linear pattern   (b)   Spiral pattern
   (c)   Steady state   (d)   Transitory path

(7) _____ implies not merely a termination without notice or payment, but essentially indicates a measure of punishment.
   (a)   Dismissal   (b)   Resignation
   (c)   Retrenchment   (d)   Lay off

(8) Payment should be made before the _____ day of a month where the number of workers is less than 1000 in the organization.
   (a) 8th (b) 7th
   (c) 9th (d) 10th

(9) Every employee shall be eligible for bonus for minimum 8.33% of the salary/wages even if there is loss in the establishment whereas a maximum _____ of the employee's salary/wages is payable as bonus in an accounting year.
   (a)   10%   (b)   20%
   (c)   25%   (d)   35%

(10) _____ is a temporary separations of the employee from his/her employer in case of shortage of inputs to the organizational processes.
   (a)   Discharge   (b)   Lay-off
   (c)   Dismissal   (d)   Retrenchment

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