

## M.Com. (HPP) (AAA) Sem.-2 Examination

CC - 10

Human Resource Mgmt

June 2022

Time : 2-00 Hours]

[Max. Marks : 50

Instructions: All Questions in **Section I** carry equal marks.  
Attempt any **TWO** questions in **Section I**.

**Section I**

- Q.1 (a)** State the difference between HRM and Strategic HRM (10)
- Q.1 (b)** Explain the types and approaches of Ethical issues in organization (10)
- Q.2 (a)** Explain the process of job analysis (10)
- Q.2 (b)** Explain the methods of on-the-job training (10)
- Q.3 (a)** Define job evaluation and state its methods (10)
- Q.3 (b)** Define employee empowerment and explain its steps (10)
- Q.4 (a)** Explain the types of discipline (10)
- Q.4 (b)** Explain the cost based approaches of human resource accounting (10)

**Section II**

**Q.5 Multiple Choice Questions (MCQs) (Answer any 10) (10)**

- A group of positions that have similar duties, tasks & responsibilities is called \_\_\_\_
 

(a) Entrepreneur	(b) Career
(c) Business	(d) Job
- Promotion is a \_\_\_\_\_ source Recruitment
 

(a) macro	(b) micro
(c) external	(d) internal

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3. \_\_\_\_ can be derived from Job Analysis.
- (a) Job Specification (b) Job Description  
(c) Job requirement (d) Both A & B
4. Douglas McGregor's Hot stove rule of discipline does not include \_\_\_\_
- (a) Forewarning (b) Consistency  
(c) Immediacy (d) Continuity
5. The industrial disputes act was framed in \_\_\_\_
- (a) 1950 (b) 1847  
(c) 1718 (d) 1947
6. Which of the following is not a type of human resource information system?
- (a) Electronic data processing (b) MIS  
(c) Decision support system (d) Labor management system
7. The approaches to human resource accounting are
- (a) Cost based approach (b) Value based approach  
(c) None of the above (d) Both of the above
8. When was the trade union act passed?
- (a) 1945 (b) 1936  
(c) 1947 (d) 1926
9. A written summary of content & context of job is called \_\_\_\_
- (a) resume (b) job specification  
(c) Job Posting (d) Job description
10. The certainty equivalent model of HR accounting is given by \_\_\_\_
- (a) Eric Flamholtz (b) Braunch Lev  
(c) David Walton (d) Pekin Ogan
11. The industrial disputes relating to economic interest is called \_\_\_\_
- (a) Rights dispute (b) Money dispute  
(c) Salary dispute (d) Interest disputes
12. Which of the following is not a type of trade unions
- (a) Occupational (b) Industrial  
(c) general (d) None of the above