

**M.Com HPP (FFS) Semester-2 Examination****CC-10****HRM****Time : 2-30 Hours]****April-2024****[Max. Marks : 70**

**Q.1** Define HRM. Explain Scope of Human Resource Management **14**  
OR

**Q.1** Explain process of Human resource Planning. **14**

**Q.2** Explain the process of selection. **14**  
OR

**Q.2** Explain the types of selection test. **14**

**Q.3** Explain the MBO and 360 Degree feedback methods of Performance Evaluation. **14**

OR  
**Q.3** Explain Critically the steps involved in the job evaluation process. **14**

**Q.4** What is meant By Discipline? Explain various types of discipline and Douglas McGregor's Hot Stove rule. **14**

OR  
**Q.4** Define Employee Grievance and Discuss Various techniques of Grievance identification. **14**

**Q.5 Multiple Choice Questions. (Attempt any 7 out of 12)** **14**

1. Operative functions of HRM includes

- a. Procurement, development, compensation & motivation
- b. Maintenance
- c. Integration and emerging trends
- d. All of these

2. Basic managerial functions of HRM are

- a. Planning, organising, staffing
- b. Planning, organising and co-ordinating
- c. Planning, organising, directing and controlling
- d. None of these

3. Training process is
  - a. Short term
  - b. Medium term
  - c. Long term
  - d. None of these
4. OJT stands for
  - a. On the job training
  - b. On the job technique
  - c. On the job technology
  - d. Off the job training
5. On the job training includes
  - a. Coaching
  - b. Conference
  - c. Understudy
  - d. All of these
6. In ----- training, a training centre is set-up and actual job conditions are duplicated or simulated in it
  - a. Classroom
  - b. Apprenticeship
  - c. Internship
  - d. Vestibule
7. Relative worth of a job is known by\_\_\_\_\_
  - a. Job design
  - b. Job analysis
  - c. Job evaluation
  - d. Job change
8. Methods of job evaluation are\_\_\_\_\_
  - a. Qualitative method
  - b. Quantitative method
  - c. Both (a) and (b)
  - d. None of these

9. Quantitative job evaluation method are\_\_\_

- a. Ranking method
- b. Point rating method
- c. Factor comparison method
- d. Both (b) and (c)

10. Which of the following is not a major player in Industrial Relation?

- a. Employees and their union
- b. Employees and their association
- c. Government
- d. Political Parties

11. Type of Disciplinary approach that suggests step by step approach in dealing with the indiscipline problem of the employees is known as?

- a. Positive discipline
- b. Negative discipline
- c. Progressive discipline
- d. Regressive discipline

12. Which of the following is type of collective Bargaining?

- a. Distributive bargaining
- b. Integrative bargaining
- c. Decentralized bargaining
- d. All the above

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