

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

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|------------|---|-----------|
| Q.1 | Define HRM. Explain functions of Human Resource Management. | 14 |
| | OR | |
| Q.1 | Explain difference between HRM and International HRM | 14 |
| Q.2 | Explain sources of recruitment in detail. | 14 |
| | OR | |
| Q.2 | Explain the methods of Job Designing. | 14 |
| Q.3 | Discuss in detail the non-analytical job evaluation methods with example. | 14 |
| | OR | |
| Q.3 | Explain the levels of workers participation in Organization. | 14 |
| Q.4 | What is meant by Industrial Dispute? Explain various types of Industrial Dispute and state its reasons. | 14 |
| | OR | |
| Q.4 | Define Human resource audit its objective and various approaches of H. R Audit. | 14 |

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

1. The combination of peer, superior, subordinate and self-review appraisal is known as
 - a. 360° appraisal
 - b. Human resource accounting system
 - c. All round review
 - d. Feed forward
2. ----- is a performance appraisal technique in which appraisers rate critical employee behaviour.
 - a. MBO
 - b. BARS
 - c. BOS
 - d. BOSS
3. ----- is the systematic, periodic and impartial rating of an employee excellence in matters pertaining to his present job and his potential for a better job.
 - a. Performance appraisal
 - b. Compensation and motivation

- c. Training and Development
- d. Performance indicator
- 4. Simulation technique of off the job method includes:
 - a. Role playing
 - b. In-basket exercise
 - c. Case study
 - d. Management game
 - e. All of these
- 5. ---- is a device or situation that replicates job demands at on the job site.
 - a. Brainstorming
 - b. Simulation
 - c. Artificial intelligence
 - d. Transactional analysis
- 6. Management development –
 - a. Is a short term in nature
 - b. Focuses on employees' current job
 - c. Is an informal activity
 - d. Aims at overall development of a manager
- 7. Off the job training method includes:
 - a. Vestibule training
 - b. Syndicate
 - c. Sensitivity training
 - d. All of these
- 8. Following are the characteristics of HRM except
 - a. Pervasive function
 - b. Interdisciplinary function
 - c. Integrating mechanism
 - d. Job oriented
- 9. Challenges faced by Human resource management includes
 - a. Technological changes, workforce diversity, globalisation
 - b. Productivity, career planning
 - c. Compensation management
 - d. Downsizing and voluntary retirement scheme
- 10. Which type of collective bargaining is win win situation for both the parties included in it?
 - a. Distributive bargaining
 - b. Integrative bargaining
 - c. Decentralized bargaining
 - d. Centralized bargaining
- 11 Which is not included in the economic causes of industrial disputes?
 - a) Wage
 - b) Dearness allowance
 - c) Bonus
 - d) Recognition of employee union.
- 12. Which of the following is not a type of strike?
 - a) Token Strike
 - b) Tool Down strike
 - c) sympathy Stike
 - d) Seasonal Strike