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3004E472

Candidate's Seat No : _____

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

CC-10

HRM

Time : 2-30 Hours]

April-2025

[Max. Marks : 70

Q.1 Explain various functions of HRM along with the factors influencing Ethical behaviour in an organization. **(14)**

OR

Q.1 Define Strategic Human Resource Management along with its features and Models. **(14)**

Q.2 Define training along with its significance. Explain all the methods of training. **(14)**

OR

Q.2 Define Selection and Recruitment. Explain the process of selection in detail. **(14)**

Q.3 Explain Essentials of a Good wage system and differentiate between Time and Piece wage system. **(14)**

OR

Q.3 What is the meant by Performance Evaluation? Explain various methods of Performance evaluation. **(14)**

Q.4 What is meant by discipline and disciplinary action? Describe various types disciplinary action Explain Douglas McGregor Hot-stove rule. **(14)**

OR

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

Q.5 Choose Appropriate alternative from the following. **(Attempt any 7 out of 12)** **(14)**

1.	Which of the following is NOT a managerial function of HRM?	
	a) Planning	b) Directing
	c) Compensation	d) Organizing

(P.T.O)

2.	Which studies were conducted by Elton Mayo in respect to HRM?	
	a) Hawthorne Studies	b) Harvard Studies
	c) Mayonnaise Studies	d) None of the above
3.	Which of the following is NOT the part of Internal environment of HRM?	
	a) Vision	b) Legal
	c) Mission	d) Organizational Culture
4.	_____ contains information about the eligibility conditions required for a job holder in terms of educational qualifications, experience, knowledge, skills etc.	
	a) Job Specification	b) Job Analysis
	c) Job redesign	d) Job Description
5.	_____ is usually the usually the last stage of Procurement and deals with the determination of the job which an accepted candidate is to be assigned to, and his assignment to that job.	
	a) Orientation	b) Recruitment
	c) HR Planning	d) Placement
6.	Which of the following is an off the job training method?	
	a) Simulation method	b) Job rotation
	c) Apprenticeship training	d) Internship
7.	In which of the following discipline system fear is the key to develop discipline?	
	a) Negative Discipline	b) Progressive Discipline
	c) Positive Discipline	d) None of the above
8.	Which of the following is not a technique of Grievance Identification?	
	a) Grip box system	b) Exit Interview
	c) Open door Policy	d) Arbitration
9.	Hot stove Rule has _____ Characteristics.	
	a)3	b)5
	c)4	d)6
10.	Wage system in which worker is paid according to time devoted by worker is known as?	
	a) Time Wage system	b) Piece Wage system
	c) Minimum wage system	d) Fair wage system
11.	If a rater observes that the employee is very intelligent or attractive or popular, then the rater is also ready to believe he is very loyal this kind of error in performance evaluation refers to which kind of error?	
	a) Spill over effect	b) Halo Errors
	c) Leniency Effect	d) Status effect
12.	Which method of performance evaluation uses one favourable and one unfavourable statement?	
	a) Critical Incident method	b) Forced Choice method
	c) Numerical Method	d) Rating Scale method