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3004E473

Candidate's Seat No : _____

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

CC-10

HRM

Time : 2-30 Hours]

April-2025

[Max. Marks : 70

Q.1 Define Human Resource Management along with its objectives. List the qualities of good HR manager (14)

OR

Q.1 Define HRM, Strategic HRM and International HRM. What is the difference between Domestic HRM and International HRM? (14)

Q.2 Explain the Recruitment process along with various sources of recruitment. (14)

OR

Q.2 Define Job Analysis and Job Design. Explain the process of Job Analysis. (14)

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

OR

Q.3 Explain Time and Piece wage system and differentiate between them. (14)

Q.4 What is discipline? Discuss types of discipline and Various Disciplinary actions. (14)

OR

Q.4 Write a note on Industrial disputes. Explain various forms of it and remedial Measures to solve it. (14)

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

1. Whis of the following is NOT an Operative function of HRM
 - a) Procurement
 - b) Planning
 - c) Compensation
 - d) Integration
2. Basic managerial functions of HRM are:

(P.T.O)

- a) Planning, Organizing, Staffing
c) Organizing and Staffing
- b) Planning, Organizing and Co-ordinating
d) Planning, Organizing, Staffing, Directing, Controlling
3. Which of the following is NOT the part of External environment of HRM?
a) Social
c) Organizational Culture
- b) Legal
d) Economical
4. The process of receiving and welcoming employees when they first join a company and giving them the basic information is known as:
a) Orientation
c) HR Planning
- b) Recruitment
d) Placement
5. ----- is a written statement containing information about the duties, responsibilities, accountabilities, working conditions and risks associated with the job.
a) Job Specification
c) Job redesign
- b) Job Analysis
d) Job Description
6. Which of the following is NOT an off the job training method
a) Simulation method
c) Apprenticeship training
- b) Lecture method
d) Case study method
7. In which of the following discipline system fear is the key to develop discipline?
a) Negative Discipline
c) Positive Discipline
- b) Progressive Discipline
d) None of the above
8. Which of the following is not a technique of Grievance Identification?
a) Grip box system
c) Open door Policy
- b) Exit Interview
d) Arbitration
9. Hot stove Rule has -----Characteristics.
a)3
c)4
- b)5
d)6
10. Which method of performance evaluation uses one favourable and one unfavourable statement?
a) Rating Scale method
c) Forced Choice method
- b) Critical Incident method
d) Numerical Method
11. Which of the following is a limitation of performance evaluation?
a) Halo Errors
c) Leniency effect
- b) Spill over effect
d) All of the above
12. There are how many methods of performance evaluation?
a) 3
c) 4
- b) 6
d) 5