Seat No. _____

M. L. W. (Sem. - II) (CBCS) Examination
April / May – 2015
Human Resource Management

Faculty Code : 001
Subject Code : 006203

Time : $2\frac{1}{2}$ Hours]   [Total Marks : **70**

1   Write an answer essay type of Question : **(Any One)**   **10**

   (1)   Define the meaning, definition, characteristics, and functions of HRM.

   (2)   Explain machine, manpower, money & management in concern with HRM.

2   Attempt the following Question : **(Any Four)**   **20**

   (1)   Define people at work concept.

   (2)   Define quality & Quantity management.

   (3)   Discuss about the functions of HRM and compare with its definition.

   (4)   Discuss about external environmental factors.

   (5)   Define the difference between HRM and PM.

3   Attempt the following Question : **(Any Five)**   **10**

   (1)   Explain the concept of cross road of management.

   (2)   Discuss about specific characteristics and importance of HRM.

   (3)   Discuss about an impact of Internal Environmental factors.

   (4)   Discuss about good HRM policy.

   (5)   Discuss about the productivity.

   (6)   Discuss on environmental principles and define people are asset of an organization.

4   Attempt the following Question in one or two lines : **(Any Ten)**   10

(1) Who gave the concept of cross road of society?

(2) Give the names of functions of HRM.

(3) How many Environmental factors affect the HRM? Write its name.

(4) Define HRM.

(5) What is Personnel` Management?

(6) What is productivity?

(7) What do you mean by Quality?

(8) What is manpower planning?

(9) What do you mean by Quantity?

(10) Which types of challenges are faced by HRM in current scenario?

(11) What is a policy?

(12) What is performance appraisal?

5   Write MCQ.   20

(1) Human factors which refers to a whole consisting of inter-related, interdependent, sociological and ethical components-this definition is given by _____.

(A) Michael J Ucius   (B) C.H.Northcott

(C) Edwin Flippo   (D) Driks

(2) _____ ensure that the right number of people will be at the right places at the right time.

(A) Organising   (B) Directing

(C) Controlling   (D) Human Resource Planning

(3) _____ can be seen as phenomenon of relatively recent times.

(A) Personnel Management

(B) HRM

(C) HRD

(D) None of them

(4) There are _____ types of environmental factors.

(A) One   (B) Two

(C) Three   (D) Four

(5) There are _____ institutions which together constitute the total political environment.

(A) One   (B) Two

(C) Three   (D) Four

(6) Unions is one of the factors of _____ forces.

(A) External   (B) Internal

(C) Both   (D) None

(7) _____ is one of the objectives of HRM for the effectiveness of Organisation.

(A) Social   (B) Functional

(C) Personal   (D) Organisational

(8) There are _____ supportive functions of societal objective.

(A) One   (B) Two

(C) Three   (D) Four

(9) _____ is the significant as it helps determine future personnel needs.

(A) Planning   (B) Forecasting

(C) Directing   (D) Controlling

(10) _____ is function of HRM.

(A) Recruitment   (B) Selection

(C) Placement   (D) All of them

(11) _____ functions are not confined to business establishment only.

(A) HRD   (B) HRM

(C) Personnel   (D) Human Capital

(12) HRM views people as an important source or asset to be used for the benefit of _____

(A) Management   (B) Workers

(C) Employees   (D) Organisation

(13) _____ is more rhetoric than a reality and that a lot of hype has been created by supporters.

    (A) HRD   (B) HRM

    (C) Personnel Mngt   (D) HR Capital

(14) MR. J.H.Richardson gave the concept of _____

    (A) People at work

    (B) Cross road

    (C) Man, Machine, Money

    (D) None

(15) The management of human resources is viewed as a system in which participants seek to attain both individual and group goals- this is given by _____

    (A) Dale Yoder   (B) C.H.Nothcott

    (C) Flippo   (D) Michael Jucius

(16) _____ is the functional area of general management.

    (A) HRM   (B) HRD

    (C) Personnel Mngt   (D) None

(17) HRM considers the development of _____ at work

    (A) Group   (B) Individual

    (C) Both   (D) None of them

(18) HRM is considered with the achievement of _____

    (A) Survival   (B) Existence

    (C) Common goal   (D) None

(19) Preliminary interview is the first step of _____ procedure.

    (A) Recruitment   (B) Selection

    (C) Both   (D) None

(20) People at _____are responsive, they feel, think and act.

    (A) Work   (B) Home

    (C) Meeting   (D) None