



DEE-001-006206

Seat No. _____

M. L. W. (Sem. - II) (CBCS) Examination

May / June - 2015

**Human Resource Management Changing
Eco - Scenario**

Faculty Code : 001

Subject Code : 006206

Time : $2\frac{1}{2}$ Hours]

[Total Marks : 70

- 1 Write an answer essay type of Question. (Any One) 10**
- (1) Discuss about globalization concern with international HRM.
 - (2) Give the meaning of counseling & explain the issues & problems related to employment, personal & family life.
- 2 Attempt the following Question. (Any Four) 20**
- (1) Define the meaning of HRM and do the comparative study domestic and IHRM.
 - (2) Discuss about the factors which are affecting to HRM climate.
 - (3) What is meaning of leadership and define its characteristics ?
 - (4) Discuss about the role of International bodies in the development of HRM.
 - (5) Write about work culture.

3 Attempt the following Question. (Any Five) 10

- (1) Describe dynamics of Management.
- (2) Discuss on reward management.
- (3) Explain the open-door policy.
- (4) Explain the concept of motivation.
- (5) Discuss on changing role of Trade unions.
- (6) Define the Qualities of good leader.

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

- (1) Who gave the theory of motivation?
- (2) What is globalization?
- (3) Give the full form of MNCs.
- (4) Give the definition of motivation.
- (5) What is dynamics management?
- (6) Define Employee counseling.
- (7) What is sound work culture?
- (8) How many bodies of IHRM are there for development of HRM? Write their names.
- (9) Define Leadership.
- (10) Write the full form of UNO.
- (11) How many types of employees are there in IHRM?
- (12) Define IHRM.

- (1) International HRM needs _____ perspective.
- (A) Broader (B) Narrow
(C) Thin (D) Non-creative
- (2) Free movement, labor services, technology, among the countries of world. This should be harder less. So there will be equal price of equal commodity. It is called _____.
- (A) Globalization (B) Liberalization
(C) Privatization (D) All of them
- (3) _____ is applicable to both operations and projects since changing goal system occur.
- (A) Dynamic Management (B) IR
(C) Human Resource (D) All of them
- (4) _____ means work related activities and the meanings attached to such activities in the framework of norms and values regarding work.
- (A) Work culture (B) Climate culture
(C) Valuable culture (D) None of them

- (5) _____ is the process of procuring, allocating and effectively utilizing human resources in MNC.
- (A) IHRM (B) HRM
(C) Both (D) none of them
- (6) The process of _____ seeks to ensure that the right number and kinds of people will be at right places at right time in future.
- (A) Manpower Planning (B) Organizing
(C) Directing (D) Controlling
- (7) The pressure of modern life, coupled with the demands of Job can lead to imbalance is _____.
- (A) Stress (B) Shifts
(C) IR (D) working condition
- (8) In the world of ever increasing complexity and stress, employee _____ has emerged as latest HR tool to attract and retain its best employees to increase quality.
- (A) Reward (B) Globalization
(C) Management (D) HRM
- (9) Changing demographics also add to increase _____.
- (A) Centralization (B) Minimization
(C) Summarization (D) Globalization

- (10) The introduction of _____ provision by industry is one way of ensuring that employers are taking reasonable care of their employees.
- (A) Counseling (B) Monetary
(C) Both (D) None of them
- (11) _____ along with many others ways of helping people, is being professionalized.
- (A) Liberalization (B) Privatization
(C) Globalization (D) Counseling
- (12) In domestic HRM which exposure is high?
- (A) Emotional (B) Crucial
(C) Rational (D) Risk
- (13) A basic principle is that the performance of an individual depends on his or her ability by _____.
- (A) Efficiency (B) Motivation
(C) Counseling (D) Country
- (14) _____ has described as process of social influence in which one can enlist the aid and support of others in accomplishment of a common task.
- (A) Leadership (B) Culture
(C) Globalization (D) All of them

(15) _____ appears from our feelings that employers have focused on achieving horizontal alignment between their financial and non-financial offering.

(A) Follower

(B) Reward

(C) Leader

(D) Motivation

(16) _____ has its own strategies and goals, and specific expectations for each of its foreign affiliates in terms of market performance and total profits.

(A) MNC

(B) ILO

(C) HRM

(D) Personnel Management

(17) One of the most challenging tasks of _____ is managing the performance of firms various international facilities.

(A) IHRM

(B) HRM

(C) Globalization

(D) Government

(18) _____ constitutes a major element of the remuneration of a regular employee.

(A) Benefits

(B) Allowances

(C) Taxes

(D) Incentives

(19) Full form of PCNs is _____.

- (A) Parent country nationals
- (B) Promotion contained notice
- (C) Pin Consume number
- (D) None of them

(20) What is TCNs?

- (A) Third country nationals
 - (B) Total consumed notice
 - (C) Total company notice
 - (D) None of them
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