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Sardar Patel University
Vallabh Vidyanagar

IIIrd Semester External Examination- October 2016

PA03EHRM13 – Management of Human Resource

Day : Tuesday Date : 25/10/2016 : Time : 10.00 To 1.00 p.m.

Marks : 70

Q.1 Multiple Choice Question –Attempt All

(10)

1. Increases in State capitalism – which are emerging trends in HRM?
 - a. Economic
 - b. Political
 - c. Technological
 - d. None of the above
2. The Impact of Global trends are
 - a. Organizations will be facing and challenged by economic and demographic imbalances.
 - b. There will be increased political and social pressures for ecological and societal responsibility.
 - c. Organizations will experience higher levels of risk and uncertainty,
 - d. None of the above
3. The Challenges of HRM is :
 - a. Aging workforce
 - b. Multiple generations in the workforce
 - c. Changing attitude toward “work
 - d. None of the above
4. Technology one of the emerging trends in HRM so the activities of HRM is ?
 - a. Recruiting talent to fit strategy
 - b. Developing open and accurate communication networks
 - c. Designing effective work-employee capabilities fit
 - d. Training and retraining
5. It occurs when a business instructs an external supplier to take responsibility (and risk) for HR functions and perform these tasks for the business.
 - a. HR audit
 - b. HR outsourcing
 - c. HR Matrix
 - d. None of the above
6. Causes of Absenteeism is
 - a. Depression
 - b. Disengagement
 - c. Job Hunting
 - d. All of the above
7. Is called as the proportion of a firm's workforce that leaves during the course of a year.
 - a. Labour turnover
 - b. HR Outsourcing
 - c. HR Audit
 - d. None of the above
8. Unavoidable causes for labour turnover is ?
 - a. Workers may be discharged due to insubordination or inefficiency.
 - b. Workers may be discharged due to continued or long absence.

(1)

- c. Workers may be retrenched due to shortage of work.'
 - d. All of the above
- 9 Behaviour Event Interviewing (BEI) was developed by
- a. McBer
 - b. Taylor
 - c. Francis
 - d. None of the above
10. Section 7A of Industrial Dispute Act 1947 depict
- a. Empower appropriate government to constitute one or more industrial tribunal for the adjudication of dispute relating to any matter specified in schedule
 - b. Empower appropriate government to constitute one or more industrial tribunal for the arbitration of dispute relating to any matter specified in schedule
 - c. Empower industry to constitute one or more industrial tribunal for the adjudication of dispute relating to any matter specified in schedule
 - d. Empower industry to constitute one or more industrial tribunal for the arbitration of dispute relating to any matter specified in schedule

(10)

Q2. Definitional Terms –(Attempt any 5)

- A* Potential Appraisal
- B* Labour Turnover
- C* Types of Compensation
- D* Socialisation
- E* Succession Planning
- F* Discipline
- G* Career Planning

(20)

Q.3 Answers in brief ((Attempt any 5)

- A* What are the emerging trends in HRM
- B* Functions of Human Resource Management
- C* Types of Compensation
- D* Describe Performance Planning
- E* Discuss effect of Absenteeism in India?
- F* What are the effects of labour turnover in India?
- G* Discuss in brief pay structure

Q.4 Answer the following (Attempt any 2)

(30)

- A* What do you understand by Competency Mapping? Support your answer with relevant examples.
- B* Write a note on "Grievance and its settlement procedure".
- C* Discuss HR outsourcing with relevant examples
- D* Describe concept, definition and importance of industrial relation
- E* Enumerate the changing role of HRM

— X — (2) — X —