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SEAT No. \_\_\_\_\_

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SARDAR PATEL UNIVERSITY

M.S.W. (HR) EXAMINATION

MARCH- 2018

DATE: 2<sup>ND</sup> APRIL, 2018

DAY: MONDAY

TIME: 10:00 AM TO 01:00 PM

SEMESTER: II

SESSION: MORNING

TOTAL MARKS: 70

SUBJECT TITLE: PRINCIPLE OF HUMAN RESOURCE MANAGEMENT

SUBJECT CODE: PA02CSHR22

Q.: 1 MULTIPLE CHOICE QUESTIONS

(10)

1. \_\_\_\_\_ means assigning suitable jobs to the selected candidates so as to match employee qualifications with job requirement.  
a) Placement                      b) Recruitment                      c) Selection                      d) Training
2. The \_\_\_\_\_ Commission on labour recommended in 1931 the appointment of labour officer in order to protect the rights of workers.  
a) National Commission      b) Whitley Commission      c) Royal Commission      d) None
3. The Factories Act, 1948 made appointment of welfare officers compulsory in industrial establishment employing \_\_\_\_\_ or more workers each.  
a) 250                      b) 700                      c) 500                      d) 550
4. \_\_\_\_\_ is a written record of appropriate & authorized contents of job.  
a) Job Specification      b) Job Description      c) Job Analysis      d) Job Evaluation
5. \_\_\_\_\_ is the process of searching for prospective employees & stimulating & encouraging them to apply for the job in an organization.  
a) Recruitment                      b) Training                      c) Selection                      d) Placement
6. \_\_\_\_\_ Test measures neurotic tendencies, self-sufficiency, self-confidence & dominance submission.  
a) Projective                      b) Mental Method                      c) Objective                      d) None
7. Sensitivity training method was developed by \_\_\_\_\_.  
a) F Taylor                      b) Henry Fayol                      c) Blake                      d) Kurt Lewin

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(1)

8. Management By Objective (MBO) was developed by \_\_\_\_\_.  
a) Russell Wilson      b) Francis Maccini      c) Peter Drucker      d) Blake Shelton
9. \_\_\_\_\_ is that wage which is sufficient to cover the bare physical needs of the worker & his family.  
a) Need Based Wage      b) Fair Wage      c) Living Wage      d) Minimum Wage
10. In \_\_\_\_\_ technique, the rater is required to distribute his ratings in the form of normal frequency distribution.  
a) Forced Distribution      b) Graphic Rating      c) Paired Comparison      d) Critical Incident

Q.: 2 Define Human Resource Management. Explain its Objectives & Functions. (15)

OR

Q.:2 What is Human Resource Planning? Explain its Process in detail.

Q.:3 Define Performance Appraisal. Briefly explain its Methods. (15)

OR

Q.:3 Define Selection. Narrate its Process in detail.

Q.:4 Discuss Incentive Schemes for Operation Employees, Managers & Sales People. (15)

OR

Q.:4 Define Job Evaluation. Discuss various Methods of Job Evaluation.

Q.:5 Write Short Notes on: (Any Two) (15)

- 1) Sources of Recruitment
- 2) Models of Human Resource Management
- 3) Methods of Training
- 4) Types of Promotion & Transfer