Sardar Patel University
(Social Work) M.S.W (HR) III SEM
External Examination
April 2018
PA03ESHR13 MANAGEMENT OF HUMAN RESOURCES

Date : 07-04-2018, Saturday Time : 2.00 pm to 5.00 pm   **Marks : 70**

Q.1   Multiple Choice Questions   10

1 The term procurement stands for
   a. Recruitment and Selection
   b. Tranining and Development
   c. Pay roll
   d. Health and Safety

2. In which year did the term HRM emerge?
   a. 1977 b. 1970 c. 1967 d. 1976

3. Dismissal is a type of
   a. Outsourcing b. effect of absenteeism c. Separtion d. Personal betterment

4. What is the minimum number of Trade Union members required in registering themselves as a union ?
   a. 9 b 6 c 7 d 4

5. Which of the following is not a method of off the job training
   a. Under study b. sensitivity c. seminar d conference

6. Where the Labour Court, Tribunal and National Tribunal do submit their awards of the dispute?
   a. Employer b. Central Government d. Conciliation d Appropriate Government

7. Which department is initially deal with socialization
   a. Finance b. Marketing c. Administrative department d. Training and Development

8. Having different gender, age, social class ethnicity is
   a. Workforce diversity b. Continuous development c. Contingent workforce d. Decentralized work sites

9. Focusing on current competitiveness and productivity is concerning about
   a. Corporate downsizing
   b. Changing Skill requirement
   c. Mass customization
   d. Employee Involvement

10. Avoidable causes for turnover is
    a. Personal betterment
    b. Condition of employment
    c. Health condition
    d. Migration

Q.2   Write a note on "Competency mapping"   15

                                    OR

Q.2   Enumerate the Pay Structure with relevant illustrations.

                                                                               15

Q.3   Define HRM with relevant functions.

                                    OR

Q. 3   Write a note on "Industrial Dispute Act, 1948

                                    OR
                                                                               15
Q.4   Discuss the Emerging trends in HRM

                                    OR

Q.4   Explain Grievance Settlement Procedure in details.

                                                                               15
Q,5
       Write a Short Notes (Any Two)

  1   Cause and Effect of Absenteeism.
  2   Managerial Functions
  3   Change Management
  4.   Technology