SARDAR PATEL UNIVERSITY
M.S.W. (HR) EXAMINATION (NC)
OCTOBER- 2018

DATE: 24TH OCTOBER, 2018   SEMESTER: II

DAY: WEDNESDAY   SESSION: EVENING

TIME: 02:00 PM TO 05:00 PM   TOTAL MARKS: 70

SUBJECT TITLE: PRINCIPLE OF HUMAN RESOURCE MANAGEMENT
SUBJECT CODE: PA02CSHR22

Q.: 1 MULTIPLE CHOICE QUESTIONS: (10)

1. Management By Objective (MBO) was developed by _____

   a) Peter Drucker   b) Francis Maccini   c) Russell Wilson   d) None of these

2. _____refers to the stock of employee skills, knowledge & capabilities that may now show up in a balance sheet but have significant impact on a firm's performance.

   a) Personnel Management   b) HRM   c) Human Capital   d) All of these

3. The _____ Commission on labour recommended in 1931 the appointment of labour officer in order to protect the rights of workers.

   a) Labour Commission   b) Royal Commission   c) Whitley Commission   d) None

4. The Guest model was developed by _____in the year_____.

   a) David, 1987   b) Whitley, 1997   c) David, 1997   d) Whitley, 1987

5. _____implies objective listing of the job title, tasks, duties & responsibilities involved in a job.

   a) Job Specification   b) Job Rotation   c) Job Description   d) Job Analysis

6. _____ essentially involves forecasting personnel needs, assessing personnel supply & matching demand supply factors through personnel related programmes.

   a) Human Resource Planning   b) Human Resource Management

   c) Both of these   d) None of these

7. Selection means assigning suitable jobs to the selected candidates so as to match employee qualifications with job requirement.

   a) True   b) False

(1)

(P.T.O.)

8. Which of the following is a component of remuneration?

a) Fringe Benefits   b)   Commitment   c) External equity   d) Motivation

9. _____ refers to moving employees from job to job, add variety & reduce boredom by allowing them to perform a variety of tasks.

a) Job Specification   b) Job Rotation   c) Job Description   d) Job Analysis

10. _____ consists of people related functions as hiring, training & development, performance review, compensation, safety, health, welfare & the alike.

a) Human Resource Management   b) Industrial Relations

c) Both of these   d) None of these

Q.2 Define Training. Discuss its Objectives, Need & Methods in detail.   (15)

Or

Q.2 Write detail note on Job Analysis.

Q.3 What is Human Resource Planning? Narrate its process in detail.   (15)

Or

Q.3 What is Interview? Discuss its Types & Techniques with suitable illustrations.

Q.4 Enlist & Explain Objectives & Functions of Human Resource Management.   (15)

Or

Q.4 What is Performance Appraisal? Discuss its Objectives & Methods in detail.

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

1. Types of Incentive Schemes

2. Nature & Scope of Human Resource Management

3. Sources of Recruitment

4. Process of Job Evaluation

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