

SEAT NO. \_\_\_\_\_

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[91]

SARDAR PATEL UNIVERSITY

M. S.W. HR SEM III

PA03ESHR23 MANAGEMENT OF HUMAN RESOURCES

DATE: 02/01/2021

TIME: 2 TO 4 PM

DAY: SATURDAY

MARKS: 70

Q.1 MULTIPLE CHOICE QUESTIONS:

[08]

1] HRM is \_\_\_\_\_.

- |  |                     |
|--|---------------------|
| a] A staff function                      | b] A line function  |
| c] A staff, line and accounting function | d] All of the above |

2] Operative Functions of HRM includes \_\_\_\_\_.

- a] Procurement, development, compensation and motivation
- b] Maintenance
- c] Integration and emerging trends
- d] All of above

3] The Trade Union Act came into operation from \_\_\_\_\_.

- |                               |                              |
|-------------------------------|------------------------------|
| a] 1 <sup>st</sup> June, 1927 | b] 1 <sup>st</sup> May, 1926 |
| c] 1 <sup>st</sup> June 1926  | d] None                      |

4] The Industrial peace is secured through voluntary \_\_\_\_\_ and \_\_\_\_\_.

- |   |                                 |
|---|---------------------------------|
| a] Compromise and Arbitration             | b] Adjudication and Arbitration |
| c] Work Committee and Industrial Tribunal | d] Negotiation and Adjudication |

5] Labour Turnover is \_\_\_\_\_.

- |                           |                             |
|---------------------------|-----------------------------|
| a] Productivity of Labour | b] Efficiency of Labour     |
| c] Change in labour Force | d] Total cost of the Labour |

6] Compensation can be \_\_\_\_\_ benefits.

- |                 |                      |
|-----------------|----------------------|
| a] Monetary     | b] Non- Monetary     |
| c] Both A and B | d] None of the above |

[13]

[P.T.O.]

7] The HR audit needs to be done at \_\_\_\_\_ levels of the organization.

a] Two

b] Three

c] Four

d] Five

8] \_\_\_\_\_ refers to all types of relationship between all the parties concerned with industry.

a] Industrial Relation

b] Human Relation

c] General Relation

d] All of the above

**Q.2 Write in detail. (Any Two)**

(40)

1] Define HRM. Explain its functions in detail.

2] Write an essay on: Absenteeism.

3] Explain authorities under Industrial Dispute Act.

4] Narrate HR Audit.

**Q. 3 Write Short Notes on: (Any Two)**

(22)

1] Emerging trends in HRM

2] Causes and Effects of Labour Turnover

3] Types of Compensation

4] Discipline and Disciplinary Action

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