

SEAT No. _____

[37]

Sardar Patel University
MSW (HR) - IIIrd Semester Examination
Subject: PA03ESHR23 Management of Human Resources
Day, Date & Time: Tuesday, 30/10/2018, 10.00 am to 1.00 pm: Total 70 marks

Section A

Q.1	Multiple Choice questions. Attempt all the questions. Choose correct answer from the options given below the questions.	10 marks
1	Identify the managerial function of Human Resource Management (HRM). a. Organizing b. Recruitment c. Remuneration d. Industrial laws	
2	Which of the following function of HRM can be outsourced? a. Selection and recruitment b. Training and Development c. Orientation d. All of the above	
3	Which of the following is not one of the objectives of HR audit? a. Implementation of HR policies b. Evaluation of staffs and employees c. Freedom to management d. Reasons for low productivity	
4	Intrinsic compensation reflects employees' _____ with their job accomplishments. a. Monetary rewards b. Mental satisfaction c. Training d. Unearned income	
5	Which of the following cause can be considered as unavoidable cause in labour turnout? a. Dissatisfaction with working condition b. Dissatisfaction with wages c. Retirement d. None of the above	
6	Which statement is false with reference to Trade Union Act? a. The Act came in to existence in 1926 b. Registration of trade union requires minimum six members c. Under section 8, the registration certificate is issued to trade union. d. All of the above	
7	Which perspective perceives organization as an integrated and harmonious whole with the idea of 'one happy family'? a. Pluralist approach b. Unitary approach c. Radical approach d. Gandhian approach	
8	Arbitration is _____ measure adopted for settlement of industrial disputes. a. Voluntary	

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	b. Government c. Statutory d. State level	
9	Fringe benefits and flexibility at work are examples of _____. a. Motivation b. Reward system c. Directive system d. Record keeping	
10	Which method from the following options is available for competency mapping ? a. 360 degree appraisal b. Expert HR Panel c. Interview d. All of the above	
	Long Questions. Answer the following questions in detail.	
Q.2	Discuss the emerging trends in HRM with suitable examples.	15 marks
	Or	
Q.2	Briefly state the causes and settlement procedure of employee grievances.	15 marks
Q.3	Enlist the functions of HRM. Explain in detail managerial functions in HRM.	15 marks
	Or	
Q.3	Write an essay on Absenteeism.	15 marks
	Section B	
Q.4	Discuss "Industrial Relations" with reference to Industrial Disputes Act.	15 marks
	Or	
Q.4	Briefly narrate the importance of competency mapping and succession planning.	15 marks
Q.5	Write Short Notes (Any 2 out of 4)	15 marks
	a. Procedure of disciplinary action	
	b. Compensation	
	c. Potential appraisal	
	d. Benefits of HR outsourcing	