MGT(S-II) — XI/12

2012

Time : 3 hours

Full Marks : 80

Candidates are required to give their answers in their own words as far as practicable.

The questions are of equal value.

*Answer any **four** questions in which Q. No. 1 is compulsory.*

1. Indicate whether 'True' **or** 'False'.

    (a) The history of HRM can be traced to Japan.

    (b) HRM is specifically charged with programmes concerned with an organisation

    (c) Human Resource Management introduces the reader to HRD and careers in HRD.

    (d) Recruitment is directly related to both human resource planning and selection.

JF – 5/2   (Turn over)

(e) Grievances is feeling of unfair, unjust or in equitables.

(f) Compensation is not the human resource management function.

(g) The immediate products of Job analysis are Job descriptions and job specifications.

(h) One of the techniques for forecasting of human resource needs is delphi technique.

(i) Selection is training emphasizes the selection of the qualified personnel.

(j) For a new organisation, all personnel that are needed have to be procured from outside.

2. Describe human resource management functions with the help of a figure.

3. What do you mean by grievances ? Discuss their various causes.

4. What is recruitment ? Describe the purpose and importance of recruitment.

5. What is the difference between direct and indirect financial compensation ?

JF – 5/2 (2) Contd.

6. What is the need of management training in India ? Are the training facilities in India adequate ?

7. What are the major reasons for employee complaints about performances appraisal system ?

8. What are the goals of selection ? What factors influence an organisation's choice of selection methods ?

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