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MGT/S-3-H/V/13

2013

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. Answer the following multiple choice questions. Select the correct option from the given alternatives :
 - (i) The term human resource development reflects the fact that it is no longer appropriate in modern organisations to focus on just the development of which group ?
 - (a) Workers
 - (b) Employees
 - (c) Consultants
 - (d) Part Timers

SA - 17/3

(Turn over)

- (ii) The first step in the human resource planning process is :
 - (a) Forecasting
 - (b) Goal Setting
 - (c) Programme Implementation
 - (d) Programme Evaluation
- (iii) Treating employees as people or as an economic resource is :
 - (a) A choice all managers have to make
 - (b) Mutually exclusive
 - (c) A question of balance which will be affected by the context of each organisation
 - (d) A matter of luck
- (iv) IHRM is an area of academic study which focuses on :
 - (a) Comparative research
 - (b) The movement of individuals across national boundaries
 - (c) The exchange of ideas and practices
 - (d) The policies and practices of MNC's

- (v) Key to successful management of HR processes is the ability to :
- (a) Travel abroad
 - (b) Recruit local managers
 - (c) Identify key skills and competencies required for working overseas
 - (d) Having appropriate training systems
- (vi) Which of the following is not a type of performance appraisal ?
- (a) Appraisal of managers
 - (b) Customer appraisals
 - (c) 45 degree appraisal
 - (d) Team based appraisal
- (vii) The business strategy type (according to Porter's model) used when a company provides a product or service at a lower price than the competition and appeals to a broad range of customers is known as the :
- (a) Best service oriented strategy
 - (b) Focused or market niche strategy

- (c) Low-cost provider strategy
 - (d) None of the above
- (viii) Human Resource Information System is a _____ for business to manage their HR.
- (a) Software solution
 - (b) Hardware solution
 - (c) Systematic solution
 - (d) None of these
- (ix) The launching of ISO ; 9000 series standards are related with :
- (a) Standard Management
 - (b) Product Standard
 - (c) Total Quality Management
 - (d) None of these
- (x) In SMART objectives, 'S' stands for :
- (a) Strength
 - (b) Specific
 - (c) Strong
 - (d) Systematic

2. Explain the various steps in the HR Planning process.
3. Define Human Resource Strategic. How can you develop the Human Resource Strategies ?
4. Discuss the various methods of job evaluation.
5. What do you mean by Quality of Working Life ? Discuss its importance.
6. What is Human Resource Accounting ? Explain its needs and objectives.
7. Explain the need and significance of Human Resource Information System.
8. Discuss the significance and techniques of Human Resource Research.

