

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW-HRM, Winter 2018-19 Examination**

**Semester: 1****Subject Code: 10202101****Subject Name: Introduction to Human Resource Management****Date: 23/10/2018****Time: 10:30 am to 1:00 pm****Total Marks: 60****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1 (A) True or False (Each of one marks) (10)**

1. Central Tendency means assigning average rating to all the employees in order to avoid commitment.
2. Halo error and Halo effect are the same concepts.
3. Job analysis implies objective listing of the job title, task, duties and responsibilities of each job.
4. Orientation includes introducing a new employee to the organization, its business, its culture, values, beliefs and practices.
5. Performance appraisal provides competitive advantage to a firm by improving performance, making correct decisions, ensuring legal compliance, minimizing job dissatisfaction and employee turnover and ensuring consistency between organizational strategy and behavior.
6. "Job Specification involves conscious efforts to organize tasks, duties and responsibilities into a unit of work to achieve certain objectives".
7. Aligning HR strategy with organizational strategy is known as strategic partners.
8. Training involves a one to one discussion between the employer and the employee.
9. Talent management seeks to align people with roles or aligning roles with people.
10. An employee referral scheme encourages a company's existing employees to select and recruit the suitable candidates from their social networks.

**Q.1 (B) Explain the objectives of HRM. (05)****Q.2 (A) Answer in one sentence. (Each of one marks) (10)**

1. What are employee referrals?
2. Explain the term Job Analysis
3. What is the primary objective of human resource management?
4. What do you mean by performance management?
5. What do you mean by job description?
6. What is job Rotation?
7. What do you mean by performance counseling?
8. What is career planning?
9. What is talent management?
10. Give one difference between recruitment and selection

**Q.2 (B) Define the following terms. (05)**

1. Define Human Resource Management
2. Performance appraisal

**Q.3 (A) Define Recruitment. Explain the sources of recruitment. Which method of recruitment would you prefer and why? (10)****OR****Q.3 (A) Explain the term training and development. Which type of training would you prefer? Explain the reason why? (10)****Q.3 (B) Which inputs would you be sure to add in any training and development program for your employees? (05)****Q.4 (A) Do you think Human Resource Planning is important? Explain how would you go for HRP in your organization? (10)****Q.4 (B) Organizational strategy is linked to Recruitment and Selection? Do you agree? Explain (05)****OR****Q.4 (B) Do you think job analysis is a necessity for all the organizations irrespective of their size? Justify your viewpoint. (05)**