

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Winter 2018 – 19 Examination

Semester: 1**Subject Code: 16100103****Subject Name: Human Resource Management****Date: 01/12/2018****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 Do as directed.**A) Multiple choice type questions. (Each of one mark)****(06)**

1. The term used before the language of modern HRM was _____.
a) Labour Relations
b) Personnel Management
c) Industrial Management
d) All of the above
2. Rearrange the following steps of recruitment.
I. Searching
II. Evaluation and control
III. Planning
IV. Screening
V. Strategy development
a) III, II, I, V, IV
b) III, V, I, IV, II
c) IV, V, III, I, II
d) II, I, IV, V, III
3. _____ is the process of forecasting an organizations future demand for, and supply of, the right type of people in the right number.
a) Human Resource Planning
b) Recruitments
c) Human Resource Management
d) Human Capital Management
4. _____ are the resources that provide utility value to all other resources.
a) Material
b) Money
c) Men
d) Machinery
5. Which of these is a hindrance (obstacle, difficulty) to effective training?
a) Career planning workshop
b) Aggregate spending on training is inadequate or very less
c) Mentoring
d) Career counselling
6. Human resource management function does not involve _____.
a) Recruitment
b) Selection
c) Cost control
d) Training

B) Definitions / One-liners / Terms. (Each of one mark)**(06)**

1. What is Human Resource Planning?
2. Matching model was developed in which year?
3. Who is the founder of Harvard Model?
4. Define the term development
5. What is Recruitment?
6. What is training?

Q.2 Short Note Questions. (Each of 04 mark)**(12)**

1. Importance of the executive development
2. Steps in interview process
3. Scope of Human Resource Management

Q.3 Answer the following. (Any Three)**(18)**

1. What are external Sources of recruitment and also explain the advantages and disadvantages of recruitment programme?
2. Explain the steps involved in selection procedure
3. Write a note on 'Michigan Model'
4. Write a note on 'On-the-job Methods of Executive development techniques'

Q.4 Answer the following. (Any two)**(18)**

1. State the applications of computerized Human Resource Information System (HRIS)
2. What is the purpose of training?
3. Explain the types of training programmes in detail