

**PARUL UNIVERSITY**  
**FACULTY OF LAW**  
**I-B.Com LL.B. Summer 2018 – 19 Examination**

Semester: 3

Date: 29/04/2019

Subject Code: 17302202

Time: 10.30 am to 1.00 pm

Subject Name: Human Resource Management

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.(MCQ) (1 marks each. All Compulsory)****(15)**

1. On the Job Training Methods is based on
 

a) Demonstration Method	b) Apprenticeship Training Method
c) Informal Training	d) All of the above
2. The process of forecasting an organizations future demand for, and supply of, the right type of people in the right number is called
 

a) Recruitment	b) Human Resource Planning
c) Human Capital Management	d) Human Resource Management
3. The voluntary and involuntary permanent withdrawal from an organization is called
 

a) Turnover	b) Behavior
c) Misbehavior	d) None of the above
4. Objectives of training is
 

a) Increased morale	b) Increased productivity
c) Favorable reaction to change	d) All of the above
5. A \_\_\_\_\_ is a collection of duties, tasks and responsibilities which are assigned to an individual and which is different from the assignment.
 

a) Job	b) Human Resource Planning
c) Industrial Relations	d) Responsibility
6. Assertion (A). A Manager delegates authority.  
 Reason (R). The Manager wants to shirk his responsibility.
 

a) Both (A) and (R) are true	b) Both (A) and (R) are false
c) (A) is true but (R) is false	d) (A) is false but (R) is true
7. Which among the following are parts of job description:
 

(i) Duties performed	(ii) Job summary
(iii) Job identification	(iv) Supervision given
(v) Delegation of authority	
a) (i), (ii), (iii) and (iv)	b) (ii), (iii), (iv) and (v)
c) (i), (iii), (iv) and (v)	d) (i), (ii), (iii) and (v)
8. One of the following is not included in job descriptions:
 

a) Duties	b) Job title
c) Penal actions	d) Location
9. Under Alderfer's ERG theory, the three core needs are
 

a) Existence, Relatedness and Growth	b) Emotional, Relational, and Growth
c) Emotional, Rational and Growth	d) Existence, Reliability and Gain
10. Sequence the following in the order which they are practiced
 

(i) Promotion	(ii) Performance appraisal
(iii) Recruitment	(iv) Training and Development
a) (iii), (ii), (iv), (i)	b) (iii), (ii), (i), (iv)
c) (iii), (i), (iv), (ii)	d) (iii), (iv), (ii), (i)

11. Which one is not a part of recruitment process?
- a) Attracting candidates                      b) Selecting candidates  
c) Determining requirements                  d) Planning recruitment campaign
12. Which one of the following does not include under the functions of human resource management?
- a) Planning    b) Organizing  
c) Profitability                                        d) Recruitment
13. Recruitment and selection involves the following except
- a) Building a pool of candidates                b) Completing application form by applicants  
c) Employment planning and forecasting      d) Reduction of the work force
14. A corporate wide pay plan that uses a structured formula to allocate a portion of annual company profits to employees is known as:
- a) ESOPS sharing                                    b) Profit sharing  
c) Gain sharing                                      d) All of the above
15. Recruitment means
- a) Total number of applications received      b) Total number of persons short listed  
c) Total number of selections made            d) Total number of inquiries made

**Q.2 A) Answer the following (Each of three mark) (15)**

1. Explain in detail environmental forces effecting HRM.
2. What makes an incentives plan effective?
3. State the uses of job analysis.
4. What are the advantages of internal recruitment?
5. Write a short note on job rotation.

**Q.3 A) Explain in detail HRM strategy choices. (08)**

**OR**

**A) Define Job analysis. Explain its components in detail. (08)**

**B) Explain recruitment process in detail. (07)**

**OR**

**B) Explain classification of incentive plan in detail. (07)**

**Q.4 A) How Can HR Become a Competitive Advantage for Any Organization? (07)**

**B) Answer the following (Any 4 Each of two mark) (08)**

1. What is training? What are its benefits?
2. State factors affecting HRP.
3. Define orientation. State the purpose of orientation.
4. State difference between Job Enlargement and Job Enrichment.
5. What is compensation & incentives?
6. List the functions of HR department