

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com Internal Examination 2016

Semester : I

Subject Code : 16100103

Subject Name : Human Resource Management

Date: 19/10/2016

Time: (2 hrs)

Total Marks: 40

Instructions:

- 1. Attempt all questions from each section**
 - 2. Figures to the right indicate full marks.**
 - 3. Make suitable assumptions wherever necessary.**
-

Q.1 Answer the following objective questions

(08)

1. Rearrange the following steps involved in the Human resource planning process in proper order.

- A. HR Programming
- B. HR Demand Forecast
- C. Environmental Scanning
- D. Control and evaluation of programme
- E. Surplus - restricted hiring
- F. HRP implementation
- G. HR supply forecast
- H. Organisational objectives and Policies
- I. Shortage - Recruitments and Selection

- a. ABCDEFGHI
- b. CHBGAFDEI
- c. IHDEBCAFG
- d. IHGFEDCBA

2. _____ is the process of estimating the quantity and quality of people required to meet future needs of the organisation.

- a. Demand forecasting
- b. Supply forecasting
- c. Environmental forecasting
- d. None of the above

3. _____ is the process of forecasting an organisations 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

(PTO)

4. Human resource management function does not involve.

- a. Recruitment
- b. Selection
- c. Cost control
- d. Training

5. Human resource management model

- a. Rochin Model and Masshold Model
- b. Carl Model and Keppler Model
- c. Harvard Model and Matching Model
- d. Andaome Model and Columbo Model

6. Human Resource Planning facilitates international expansion strategies.

- a. True
- b. False

7. _____ is a systematic procedure for collecting, storing, maintaining, retrieving and validating data needed by an organization about its human resources.

- a. Data collection
- b. Human Resource Information System.
- c. Management Information System
- d. Maintenance of records

8. Choose the correct option, where Human Resource Information System can be used.

- a. Succession planning
- b. Retirement
- c. Designing jobs
- d. Inducting new hires

Q.2 Explain the system Approach to Human Resource management in detail (08)

Q.3 State the Human resources information System (HRIS) in detail (08)

Q.4 Answer the following (Any 2 out of 3) (08)

1. Process of Human Resource planning
2. Objectives and functions of Human Resource planning
3. Advantages and disadvantages of Human Resource planning

Q.5 Answer the following (Any 1 out of 2) (08)

1. Human Resource Models in detail
2. Objectives and functions of Human Resource management.