

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com (Hons) Sem 1
Mid Sem Internal Examination 2017

Semester : I
Subject Code : 16100103
Subject Name : Human Resource Management

Date: 06/10/2017
Time: 8.00 to 9.30
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 (A) Choose the correct options from given below (08)

1. Human Resource Management is process of

- | | |
|--|-----------------------|
| a. Acquiring Employees | b. Training Employees |
| c. Appraising & Compensating Employees | d. All of above |

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

- a. Human Resource Planning
- b. Recruitments
- c. Human Resource Management
- d. Human Capital Management

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

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

4. 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 |

5. Human Resource Planning facilitates international expansion strategies.

- | | |
|---------|----------|
| a. True | b. False |
|---------|----------|

6. Human resource management function does not involve.

- a. Recruitment
- c. Cost control

- b. Selection
- d. Training

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. The focus of Human resource management revolves around.

- a. Machinery
- b. Money
- c. Men
- d. Vehicles

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

- 1. Explain the scope of Human Resource Management.**
- 2. Describe the process of Human Resource Planning.**
- 3. What are the functions of Human Resource Management?**

Q.3 Explain the 'Matching Model' of Human Resource Management in detail. (08)

Q.4 Explain in detail 'Harvard Model' of Human Resource Management. (08)

Q.5 Explain the applications to 'Human Resources Information System' (HRIS) in detail. (08)
