

### SECTION-D

**Note:** Long answer type questions. Attempt any two questions out of three questions. (2x8=16)

- Q.23 Define training? Discuss in detail the importance of training in today's time.
- Q.24 What do you understand HRM? Discuss the qualities of a good human resource manager.
- Q.25 What do you mean by job evaluation? Explain various methods of job evaluation in brief.

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### 3rd Sem / Branch : DBM Sub.: Human Resource Management

Time : 3Hrs.

M.M. : 60

### SECTION-A

**Note:** Multiple choice questions. All questions are compulsory (6x1=6)

- Q.1 On the job training includes
- a) Coaching                      b) Conference
  - c) Understudy                  d) All of these
- Q.2 Methods of training are
- a) Off the job                      b) On the job
  - c) Both A & B                      d) None of above
- Q.3 Relative worth of a job is known by
- a) Job design                      b) Job analysis
  - c) Job evaluation                  d) Job change
- Q.4 What does a job specification include?
- a) Personal characteristics
  - b) Physical Characteristics
  - c) Psychological characteristics
  - d) All of the above

Q.5 Human resource management emphasis

- a) Development of people
- b) Punishment of people
- c) Adoption of people
- d) None of these

Q.6 The corrective actions in performance include

- a) Correct deviations    b) Change standards
- c) Neither A nor B       d) Both A & B

### SECTION-B

**Note:** Objective/Completion type questions. All questions are compulsory. (6x1=6)

Q.7 Wrong survey is a performance appraisal biases. (True/False)

Q.8 In vestibule training, a training centre is set up and actual job conditions are duplicated or simulated in it. (True/False)

Q.9 Training and development are one and the same. (True/False)

Q.10 Planning is the basic managerial functions of HRM. (True/False)

Q.11 Job description is a statement containing items like, job title, location and duties. (True/False)

Q.12 Point rating is a quantitative method of job evaluation. (True/False)

### SECTION-C

**Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)

Q.13 What do you understand by fringe benefits? Explain in detail.

Q.14 Write a short note on importance of a HRM.

Q.15 Discuss in detail the functions of HRM.

Q.16 Write a detail note on objectives of human resource planning.

Q.17 What are various methods of job analysis? Explain in brief.

Q.18 What do you understand by process of selection? Explain in detail.

Q.19 What do you understand by the process of human resource planning? Explain in detail.

Q.20 Write a detail note on elements of compensation.

Q.21 Write a detail note on qualitative methods of performance appraisal.

Q.22 Write a detail note on induction.