



MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOGY, WEST BENGAL

Paper Code : MB206 Human Resource Management

UPID : 002036

Time Allotted : 3 Hours

Full Marks :70

The Figures in the margin indicate full marks.

Candidate are required to give their answers in their own words as far as practicable

Group-A (Very Short Answer Type Question)

1. Answer any ten of the following :

[1 x 10 = 10]

- (I) When an employee is trained for a key position in the organization is called _____
- (II) Where Industrial Development stimulated by HR it leads to peace (T/F)
- (III) Which of the following correctly defines the Human Resource Department?
 - a) Functional department
 - b) Service department
 - c) Line department
 - d) Authority department
- (IV) Which of the following provides necessary information for job evaluation?
 - a) Job Enrichment
 - b) Job Description
 - c) Job Ranking
 - d) Job Enlargement
- (V) A group of positions that have similar duties, tasks & responsibilities is called _____
 - A. Job
 - B. Business
 - C. Career
 - D. Entrepreneurship
- (VI) _____ unionism is an essential tool of Industrial Relation
- (VII) Minimum wage ,living wage and _____ wage are three component of wage system
- (VIII) _____ form of participative management promotes "semi-autonomous work-groups"?
- (IX) Healthy industrialrelation is a very important aspect (true or false)
- (X) When an employee is appraised by all the members in the organization like superior, subordinate, peer, customer etc., is called as _____
- (XI) Where Industrial Development stimulated by HR it leads to peace (T/F)
- (XII) Training program sequence is decided by
 - Evaluating T&D program followed by implementing it.
 - Determining the need for the T&D program and then evaluating the T&D program.
 - Determining the need for the T&D program followed by designing the T&D program itself.
 - Designing the T&D program and then implementing it

Group-B (Short Answer Type Question)

Answer any three of the following :

[5 x 3 = 15]

2. Explain process of manpower planning in an organisation [5]
3. What are the methods of wage payment? [5]
4. Enumerate the training need identification process in an organization [5]
5. Analyse the barriers of strategic Human Resource Management [5]
6. Comment upon the types of workers participation in management forums in organisations [5]

Group-C (Long Answer Type Question)

Answer any three of the following :

[15 x 3 = 45]

7. What are the types of fringe benefits , retirement benefits and payment system ? [15]
8. (a) Mention the difference between traditional HRM and Strategic HRM.. [10]
- (b) how SHRM helps in attaining objectives? [5]

9. How will Mc Gregor's Red Hot Stove Rule be applied towards any disciplinary action? [15]
10. How does the grievance handling model help in the process of grievance redressal situation? [15]
11. State the industrial dispute settlement machineries and comment upon their relevance [15]

*** END OF PAPER ***