2013

Time : 3 hours

Full Marks : 80

Candidates are required to give their answers in their own words as far as practicable.
The figures in the margin indicate full marks.
Answer from both the Groups as directed.

Group – A
(Objective-type Questions)
Answer all questions.

1. Choose the correct answer of the following:

\[2 \times 10 = 20\]

(a) Who is the father of modern personnel management?
(i) Henry Fayol
(ii) Robert Owen
(iii) F. W. Taylor
(iv) None of them

UK – 34/3

(Turn over)
(b) Which of the following is not an area of HRD?

(i) Recruitment, Selection, Placement, Induction
(ii) Training and Development
(iii) Quality Control, Job Analysis
(iv) Market Survey and Research

(c) Trade Unions’ sole objective is:

(i) To help management to raise employee productivity
(ii) To resolve employer-employee conflict
(iii) To make protest
(iv) To protect and promote workers’ interests

(d) The process of familiarising the new employees to the Job and Work environment is called:

(i) Placement
(ii) Induction
(iii) Training
(iv) Transfer
(e) The term "Kanban" refers to:
   (i) Employing adequate manpower
   (ii) Proper promotion policy
   (iii) An ideal state in which production quantities are equal to delivery quantities
   (iv) None of the above

(f) 'Rabble Hypothesis' described by Elton Mayo is close to:
   (i) 'X' theory assumption
   (ii) 'Y' theory assumptions
   (iii) 'Z' theory assumptions
   (iv) None of the above

(g) Promotion from within is helpful in boosting up:
   (i) Discontentment among the workers
   (ii) Indiscipline among the workers
   (iii) Hard work, skill and job satisfaction
   (iv) Labour turnover

UK – 34/3 (3) (Turn over)
(h) _______ covers union-management relations, joint consultations, collective bargaining grievance and disciplinary procedures, settlement of disputes, etc.

(i) Personal Aspect of HRM
(ii) Welfare Aspect of HRM
(iii) Industrial Relations Aspect of HRM
(iv) All of the above

(i) Which of the following is not a type of Role Play?
(i) Single Role Play
(ii) Multiple Role Play
(iii) Double Role Play
(iv) Role Rotation

(i) Programmed instructions comes in _______

(i) Printing Forms i.e. Books
(ii) Interactive Video
(iii) Both (i) and (ii)
(iv) None of the above

UK - 34/3 (4) Contd.
Group – B
(Loud-answer Type Questions)

Answer any four of the following: 15\times4 = 60


3. Describe the Schemes of Workers’ Participation in Management in India. What are the causes of their failure?

4. Define 'Trade Union'. Discuss the objectives and functions of Trade Unions.

5. Define Transfer and Promotion? What are the methods of promotion which is adopted by the organisation?

6. What is HR Audit? What is the nature and purpose of a HR Audit? On what grounds it is criticised?

7. "Performance Appraisal is a tool to measure efficiency and performance of the employee." Analyse the statement.

UK – 34/3 (5) (Turn over)
8. What do you mean by Wage and Salary Administration? Discuss the factors affecting wages.

9. Discuss the impact of globalisation on HRD.

10. Write short notes on the following:  
    (a) Induction and Placement  
    (b) Importance of Motivation  
    (c) Job Description