2013

Time : 3 hours

Full Marks : 80

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

The questions are of equal value.

Answer any four questions in which Q. No. 1 is compulsory.

1. Answer the following multiple choice questions. Select the correct option from the given alternatives:

   (i) The term human resource development reflects the fact that it is no longer appropriate in modern organisations to focus on just the development of which group?
      (a) Workers
      (b) Employees
      (c) Consultants
      (d) Part Timers

SA - 17/3 (Turn over)
(ii) The first step in the human resource planning process is:
(a) Forecasting
(b) Goal Setting
(c) Programme Implementation
(d) Programme Evaluation

(iii) Treating employees as people or as an economic resource is:
(a) A choice all managers have to make
(b) Mutually exclusive
(c) A question of balance which will be affected by the context of each organisation
(d) A matter of luck

(iv) IHRM is an area of academic study which focuses on:
(a) Comparative research
(b) The movement of individuals across national boundaries
(c) The exchange of ideas and practices
(d) The policies and practices of MNC's
(v) Key to successful management of HR processes is the ability to:

(a) Travel abroad
(b) Recruit local managers
(c) Identify key skills and competencies required for working overseas
(d) Having appropriate training systems

(vi) Which of the following is not a type of performance appraisal?

(a) Appraisal of managers
(b) Customer appraisals
(c) 45 degree appraisal
(d) Team based appraisal

(vii) The business strategy type (according to Porter’s model) used when a company provides a product or service at a lower price than the competition and appeals to a broad range of customers is known as the:

(a) Best service oriented strategy
(b) Focused or market niche strategy

SA – 17/3 (3) (Turn over)
(c) Low-cost provider strategy
(d) None of the above

(viii) Human Resource Information System is a ________ for business to manage their HR.
(a) Software solution
(b) Hardware solution
(c) Systematic solution
(d) None of these

(ix) The launching of ISO: 9000 series standards are related with:
(a) Standard Management
(b) Product Standard
(c) Total Quality Management
(d) None of these

(x) In SMART objectives, ‘S’ stands for:
(a) Strength
(b) Specific
(c) Strong
(d) Systematic
2. Explain the various steps in the HR Planning process.

3. Define Human Resource Strategic. How can you develop the Human Resource Strategies?

4. Discuss the various methods of job evaluation.

5. What do you mean by Quality of Working Life? Discuss its importance.


7. Explain the need and significance of Human Resource Information System.

8. Discuss the significance and techniques of Human Resource Research.