

## SECTION-D

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

- Q.23 Explain the nature and scope of HRM. Discuss its importance in modern organizations.
- Q.24 Describe the process of selection. Explain the different stages involved in the selection process.
- Q.25 Discuss the concept of compensation. Explain the elements of compensation and its importance in HRM.

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## 3rd Sem / DBM

### Subject : Human Resource Management

Time : 3 Hrs.

M.M. : 60

## SECTION-A

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

- Q.1 What is the primary goal of Human Resource Management?
- a) To manage finances
  - b) To manage employees
  - c) To manage operations
  - d) To manage marketing
- Q.2 Which of the following is a method of job analysis?
- a) Observation
  - b) Interview
  - c) Questionnaire
  - d) All of the above
- Q.3 What is the purpose of a job description ?
- a) To describe the job requirements
  - b) To describe the job responsibilities
  - c) To describe the job specifications
  - d) All of the above

- Q.4 What is human resource planning?  
a) Forecasting future HR needs  
b) Recruiting employees  
c) Training employees  
d) Evaluating employee performance
- Q.5 Which of the following is a source of recruitment?  
a) Advertisements      b) Employee referrals  
c) Job portals            d) All of the above
- Q.6 What is performance appraisal?  
a) Evaluating employee performance  
b) Training employees  
c) Recruiting employees  
d) Managing employee compensation

### SECTION-B

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

- Q.7 HRM is a line function.(True/False)
- Q.8 Job analysis is a one-time process.(True/False)
- Q.9 Job specification outlines the job responsibilities. (True/False)

- Q.10 Recruitment is the process of selecting employees. (True/False)
- Q.11 Training is a one-time process. (True/False)
- Q.12 Performance appraisal is used to determine employee compensation. (True/False)

### SECTION-C

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

- Q.13 What are the objectives of HRM?
- Q.14 Describe the importance of job design.
- Q.15 What is job evaluation? Explain its importance.
- Q.16 Discuss the process of human resource planning.
- Q.17 What are the sources of recruitment?
- Q.18 Explain the concept of training needs analysis.
- Q.19 Describe the methods of performance appraisal.
- Q.20 What are incentive plans? Explain their benefits.
- Q.21 Discuss the importance of HRM in India.
- Q.22 What are the qualities of a good human resource manager?