

TIME : 3 HRS.

(TOTAL : 100 MARKS)

1. ALL QUESTIONS ARE COMPULSORY.
2. MARKS ARE INDICATED AGAINST EACH QUESTION

1. (A) Select the most appropriate answer from the options given below (Any Ten) 10

1. Human Resource Management is a _____ process.
 - a) Continuous
 - b) Rare
 - c) One-time
 - d) Rigid
2. _____ means breaking the job into small parts.
 - a) Job Simplification
 - b) Job Rotation
 - c) Job Analysis
 - d) Job Enlargement
3. _____ is a process of choosing the right person for the right job.
 - a) Recruitment
 - b) Selection
 - c) Termination
 - d) Retirement
4. _____ is an on-the-job training method.
 - a) Assessment Center
 - b) Apprenticeship
 - c) Seminars and Conferences
 - d) Classroom Lectures
5. _____ is a limitation in performance appraisal where the average scores are given to all employees.
 - a) High score
 - b) Central Tendency
 - c) Low score
 - d) Minimum score
6. _____ Training is conducted for newly appointed employees
 - a) Refresher
 - b) Promotion related
 - c) Induction
 - d) Technical
7. According to _____, intrinsic motivation is based on three key factors i.e. Autonomy, Mastery and Purpose.
 - a) Daniel Pink
 - b) Abraham Maslow
 - c) Vroom
 - d) McGregor
8. Human Relations approach has _____ application.
 - a) Special
 - b) Universal
 - c) Local
 - d) Narrow

Q.No.3 Answer **ANY TWO** of the following: (15)

- a) What is Training? Discuss various methods of Off-the Job Training.
- b) Explain any 8 techniques of Performance Appraisal.
- c) Discuss the Need for Succession Planning.

Q.No.4 Answer **ANY TWO** of the following: (15)

- a) Discuss the Transactional and Transformational leadership.
- b) Explain McGregor's Theory X and Theory Y of Motivation.
- c) Discuss the Employee Health and Safety Measures.

Q.No.5 Answer **ANY TWO** of the following: (15)

- a) Explain the need for innovation culture in organizations.
- b) Discuss the importance of Human Resource Information System.
- c) What are the differences in Domestic and International HR Practices?

Q.No.6 Write short Notes (**ANY FOUR**) (20)

- a) Job Analysis.
- b) E-Selection.
- c) Career Planning.
- d) Vroom's Expectancy Theory.
- e) Changing pattern of employment.
- f) Competency Mapping.
