

Date
27/09/2024

Tyblom Sem-VI Rev 16 Examination Sep/Oct-2024

Paper / Subject Code: 83014 / Commerce VI

Time: 3 hrs.

Marks: 100

N.B.1. All questions are compulsory

2. Figures to the right indicate full marks

Q.1.(A) Select the most appropriate answer from the options given below: (any 10)

(10)

1. _____ is not a function of Human Resource Management.
a) Placement (b) Selection
c) Performance appraisal (d) Material requirement planning
2. _____ is a summary of human qualities required to perform the job effectively.
a) Job Description (b) Job Specification
c) Job Rotation (d) Job Enrichment
3. _____ is a company's format to obtain standard information of every candidate.
a) Application File (b) Application Report
c) Application Summary (d) Application Blank
4. _____ is a method of training wherein trainees are trained in an environment that closely resembles actual work place.
a) Environment scanning (b) Simulation
c) Work Place Training (d) Induction
5. _____ is a process of evaluating work performance of the employees in an organization.
a) Placement (b) Selection
c) Performance appraisal (d) Recruitment
6. _____ is a process of deciding in advance to fill up key positions in an organization.
a) Performance Appraisal (b) Counselling
c) Succession Planning (d) Simulation
7. _____ leaders are concerned with existing Rules and Procedures rather than generating forward-looking ideas.
a) Transactional (b) Bold
c) Transformational (d) Modern
8. The main elements of _____ are responsibility, humility and happiness.
a) Intelligence Quotient (b) Experience Quotient
c) Spiritual Quotient (d) Physical Quotient
9. _____ is a statutory measure of Employee welfare.
a) Mediclaim insurance (b) Drinking water
c) Flexi-time (d) Educational facilities

10. _____ refers to the knowledge required to perform a specific job.
a) Organizational competencies b) Core competencies
c) Technical competencies d) Behavioral competencies.
11. _____ is a method of employment which is not dependent on any one client or company.
a) Full time job b) Portfolio working
c) Permanent employment d) Job Security
12. _____ is the gradual reduction in the work force through resignation, retirement and health.
a) Recruitment b) attrition
c) Outsourcing d) engagement

Q.1. (B) State whether the following statements are true or false: (any 10)

(10)

1. Human Resource Management is a component of Human Resource Planning.
2. Human Resource Planning is a one-time activity.
3. Interview helps in selection of employees.
4. Human Resource Development provides only short term benefits to the organization
5. 360 degree Appraisal is biased.
6. Directive Counselling is Counsellor centric.
7. Theory X and Theory Y was first presented by Daniel Pink.
8. Emotionally intelligent people perform better under difficult and stressful tasks.
9. In case of grievance, an employee should directly approach the Arbitrator.
10. In learning organizations, employees are not empowered to take a decision about work related issues.
11. Flexible working practices enable employees to have a proper work life balance.
12. Gen Y are called as Millennials.

Q.2 Answer any two of the following

(15)

- (a) Explain the difference between Traditional and Strategic HRM.
- (b) What is Job Design? Explain the modern techniques of Job Design.
- (c) Describe the steps in Selection Process.

Q.3 Answer any two of the following

(15)

- (a) Explain the functions of HRD.
- (b) Discuss the benefits of Performance Appraisal.
- (c) What is Mentoring? What is its importance?

Q.4 Answer any two of the following.

- a) Explain Maslow's Need Hierarchy Theory.
- b) What are the factors affecting Employee Morale?
- c) Discuss Employee Health and Safety measures.

(15)

Q.5 Answer any two of the following

- (a) What is Innovative Culture? Explain its need.
- (b) What is Human Resource Information System? Explain its importance.
- (c) Explain the concept of Downsizing in detail.

(15)

Q.6 Write short notes on any four of the following.

- (a) Recruitment
- (b) On the job method of training
- (c) Potential Appraisal
- (d) Factors affecting EQ
- (e) Employee Engagement
- (f) Competency Mapping

(20)
