

**MASTER OF VOCATION**

**Management HRM**

**Subject: Human Resource Management**

**Subject Code: MSR-806**

**Semester: First**

**December 2019**

**Theory (External): 70 Marks**

**Time: 03 hours**

**Instructions to the Students**

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

**Roll Number**

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**SECTION –A (OBJECTIVE TYPE QUESTIONS)**

**(10x2=20 Marks)**

- A. Write two objectives of HRM.
- B. What do you mean by system approach to HRM?
- C. Define Employee Referrals.
- D. Define Intelligence test.
- E. What do you mean by Mentoring?
- F. What do you mean by Job Analysis?
- G. What do you mean by Basic Wages?
- H. Write two merits of Piece Rate System.
- I. What do you mean by Ranking Method?
- J. Define Ethics.

**SECTION –B (ESSAY TYPE QUESTIONS)**

**(5x10=50 Marks)**

1. Why it is correct to say that all managers are involved in the HRM functions?
2. Describe briefly the various steps that are involved in hiring human resources in an organisation.
3. What is an interview? Explain its validity and reliability. What are the different types of employment interviews?
4. Explain the terms placement and induction. Outline their objectives.
5. “Training programmes are helpful to avoid personnel obsolescence”. Discuss.
6. What do you understand by incentive plans? Describe the prerequisites of a sound incentive plan.
7. Discuss the ethical issues in Human Resource Management.
8. ‘Industrial worker in India is secured against all social risks from birth to death’. Comment.

\*\*\*\*\*END OF PAPER\*\*\*\*\*