

**SECTION -B (ESSAY TYPE QUESTIONS)**  
(5x10=50 Marks)

- 1 Define "HRP" & explain the process of HRP with a diagram.
- 2 What are the different methods of recruiting employees?
- 3 Explain the benefits of training & development to employees/ organizations.
- 4 You as HR manager of the company have been asked to draw a promising incentive plan for the employees in the production department. State the features that you will like to incorporate in such incentive plan.
- 5 Regular feedback improves the performance of employees" Explain the importance of performance appraisal
- 6 The Production Department of your company has supplied a requisition for four Production Executives. Suggest the steps you will follow in selecting these executives.
- 7 What is job evaluation? Explain the process of job evaluation.
- 8 Define "Human Resource Management". What is the importance of HRM in the present global scenario?

===END OF PAPER===

**BACHELOR OF VOCATION**  
**Management-Financial Services**  
**Subject: People Management**  
**Subject Code: MHR-601**  
**Semester: Third**  
**December 2021**  
**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									

**SECTION –A (SHORT/OBJECTIVE TYPE QUESTIONS)**  
**(10x2=20 Marks)**

- A Human resource management is amalgam of
- Job analysis, recruitment and selection
  - Social behaviour and business ethics
  - Organisational behaviour, personal management and industrial relation
  - d. Employer and employees
- B Operative functions of HRM includes
- Procurement, development, compensation & motivation
  - Maintenance
  - Integration and emerging trends
  - d. All of these
- C Basic managerial functions of HRM are
- Planning, organising, staffing
  - Planning, organising and co-ordinating
  - Planning, organising, directing and controlling
  - d. None of these
- D When industrial development increased by HR, it also stimulates
- organizational modifications
  - economy
  - technology
  - D. socio cultural change
- E Why are employers interested in employee engagement?
- to encourage employees to trust their manager
  - to make a quick profit
  - to make employees work harder for less
  - because engaged employees are more motivated and prepared to give their best to make the firm
- F What is Harmonious relationship at workplace?
- friendly in nature

- pleasing and consistent
- cordial and available
- all the above

- G In ----- training, a training centre is set-up and actual job conditions are duplicated or simulated in it
- Classroom
  - Apprenticeship
  - Internship
  - Vestibule
- H Methods of job evaluation are
- Qualitative method
  - Quantitative method
  - Both (a) and (b)
  - None of these
- I Compensation is reward to the employee for their?
- Performance
  - Work
  - Contribution to organization
  - Smartness
- J Which is not the objective of Compensation?
- To establish equity
  - To Improve Employee Efficiency
  - To Control Cost
  - To comply with illegal Regulation