HRS

MARKS-100

N.B.	1 All quanti		WARKS-100
- 121	1. All questions are c	ompulsory	
	2. Figures to the righ	it indicate full marks	
O N			
Q. No. 1	(A) Select the most app	propriate answer from d	34.1
1	. Human Resource Mar	propriate answer from the options gi	ven below (Any Ten) 1
		process.	
	a) One-Time	i in a	
	c) Continuous	b) Rare	12
2		d) Rigid	
2.	is a summa	ary of human qualities required to perfo	orm the job off
	al Joh Descript		infine Job effectively.
	a) Job Descriptionc) Job Rotation	b) Job Specification	76
, (o rotation	d) Job Enrichment	0.
3.	io o	(-)	The same of the sa
~~~	every candidate apply	prescribed format of the company to ob	tain information about
763	a) Application Forma		S. S
5.	c) Application Book		
2	6, 0,	d) Application Blank	, T
€),	Under emplo	vecs are shifted from	70,
6	a) Apprenticeship	yees are shifted from one department to b) Job rotation	another department.
(0)	c) Understudy	d) Mentoring	C.
	19 To	7 %	
ر (ج) 5. _ا ر	refers to eva	iluation of hidden talents and skills of a	10
2	a) Performance Apprais	sal b) Training	in employee.
763	c) 360 Degree Appraisa	d) Potential Apprais	
6.		a) I otential Apprais	al
Yapu	is a set of pro	grams to match an employee's career g	oals with our
Co	nture opportunities in the a) Goals Planning		with current and
. 67	c) Future Planning	o) Carcer Flamming	
	c) Luttile Flamning	d) Succession Plannin	lg
7. Th	neory X assumes		
ع الم	a) Traditional	approach of the managers towards e	mployees.
OF S	General	b) Professional	
~ . L~		d) Positive	
o. Hu	man relations approach	has application.	
	a) Universal	b) Special	
c,	) General	d) Financial	
9.	in the T	2) 1 manetal	
·	pletion of task.	elief that one's work related efforts wil	l result in
COIL		A COLOR WIL	r result iii
7(4)	a) Valence	b) Instrumentality	
2	c) Expectancy	d) Autonomy	
		-, · · · · · · · · · · · · · · · · · · ·	
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	<ol> <li>Employee engagement is the organisation and its goals.</li> </ol>	ne commitment tl	ne employee has to the
	a)Business	b) Emotional	
	c) Social	d) Legal	
	c) social	u) Legal	
	11. Innovation culture is needed a) Line		organisations.
	,	b) Learning	
	c) Social	d) Civil	
	<ul><li>12. The vision, mission and va</li><li>a) Organisational</li></ul>	lues set the tone for	competencies.
	c) Functional	d) Core	
	c) runctional	a) Core	
	1. Human Resource Management Resource Development. 2. Job Simplification means breat 3. Interview is a one-way community of the development needs. 4. Organisational analysis is undevelopment needs. 5. Performance Appraisal may be 6. Succession planning is done for Leadership is the activity of in 8. Exit interviews are conducted 9. Daniel Pink considers motivat 0. Employee empowerment can be 1. Human Resource Information 2. Employee diversities are very	aking down the job in smal nunication.  dertaken in the process of it affected by personal bias or all job positions in the outlinening people to work for joining employees. John as an operating system of the done through strict superfacilitates Human resources.	te Planning and Human I parts.  dentifying training and  of the rater. reganisation. forcibly in the organisation.  rvision and control. Planning in organisations.
1.	2. Employee diversities are very	S 18 5	
المست		0. 7	15
Q.No.	2 Answer ANY TWO of the foll	owing:	15
7	Management.  What do you mean by Human I Resource Planning.	Resource Planning? Discu	
on c	) Explain the various Sources of	Recruitment.	
المراث	the true also	The Marie Williams	
S N 2	ANN TWO of the follow	windi G	15
a`	Answer ANY TWO of the follow Explain any eight methods of T	raining and Development.	
(b)	) What is Performance Appraisal Discuss the need for Career Plan	Explain the benefits of Poning and Development.	erformance Appraisal
(000)	, Discours in head in	Comment of the commen	
mely.	(h) 57 27	10,	
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<ul> <li>Q.No.4 Answer ANY TWO of the following:</li> <li>a) Explain Maslow's Need Hierarchy Theory of Motivation.</li> <li>b) What is an Emotional Quotient? Discuss the factors affecting Emotional</li> <li>c) What is employee grievance? Discuss causes of employee grievances.</li> </ul>	15 Quotient.
<ul> <li>Q.No.5 Answer ANY TWO of the following:</li> <li>a) What are competencies? Explain the classification of competencies</li> <li>b) Explain the term Employee Engagement. What are the different types of Engagement?</li> <li>c) Explain the factors affecting work life balance.</li> </ul>	15
Q.No.6 Write short Notes (ANY FOUR)  a) E-Selection  b) Methods of Evaluating Training Effectiveness c) Employee Welfare Measures	20
e) Downsizing f) Attrition	
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