

SEAT No. _____

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SARDAR PATEL UNIVERSITY

MSW (HR)-IInd SEMESTER EXAMINATION- 2017

Subject: Principles of HRM

Subject Code: PA02CSHR02

Date: 07/04/2017

Time: 10:00am to 01:00pm

Day: Friday

Total Marks: 70

SECTION-A

1. Which among the following is a development function of HRM?
A) Training B) Placement C) Job Evaluation D) Selection
2. A statement describing the nature and contents of a job is _____.
A) Job Specification B) Job Description C) Job Evaluation D) All of the Above
3. Which among the following is not the process of Job Analysis?
A) Organising Job Analysis Programme B) Understanding Job Design
C) Collection of Data D) Understanding HRP
4. "Recruitment is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization". This definition is given by _____.
A) Edwin Flippo B) Dale Yoder C) C. W. Hill D) S. L. Shane
5. Which among the following is not the type of individual incentive plans?
A) Halsey B) Rowan C) Priestman D) Emerson Efficiency
6. Which among the following is the method of Job Analysis?
A) Job Performance B) Observation C) Interview D) All of these
7. Title, duties, working conditions, supervision involved in _____.
A) Job Specification B) Job Description C) Job Analysis D) Job Evaluation
8. Which one is not the external source of recruitment?
A) Dependents of Deceased Employees B) Employment Exchanges
C) Gate Recruitment D) Casual Callers
9. Which among the following is not the advantage of induction?
A) Build two way channel of communication between management and workers
B) Integrate new employee into the organization
C) Helps in promoting absenteeism among the employees
D) All of Above
10. Who among the following is not the writer of book 'Human Resource Management'?
A) Gary Dessler B) C. B. Mamoria C) R. S. Dwivedi D) L. M. Prasad

(1)

(P70)

Q.2 Discuss the Role of HR Professional required for successful HR. (15)

OR

Q.2 What is Incentive? Explain the types of incentive schemes in detail.

Q.3 Define Job Analysis & Explain the Steps and Methods of collecting information for Job Analysis. (15)

OR

Q.3 Define the term 'Selection'. Explain the process and types of selection tests require for the good selection of a candidate.

SECTION-B

Q.4 Define Performance Appraisal & Discuss the Methods of Performance Appraisal. (15)

OR

Q.4 Write a Case study on Training practice in Corporate Sector.

Q.5 Write Short-notes (Any Two) (15)

1. Compensation trends
2. TQM
3. Transfer
4. Placement

-X-
(2)