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SEAT No. _____

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SARDAR PATEL UNIVERSITY
External Examination- November 2017
MSW (HR) - IIIrd Semester
PA03ESH13 Management of Human Resources
Date 9-11-2017 Day : Thursday

Time : 2.00 pm to 5.00 pm (3 hours)

Maximum Marks : 70

Instruction to the candidate

- A) All questions are compulsory.
B) Figures to the right indicate full marks.
C) Answers should be specific and to the point.

Q.1 Multiple Choice Questions**[10]**

- 1) 2nd Labour Commission was set up in the year
 - a) 1999
 - b) 1990
 - c) 1993
 - d) 1992
- 2) What was the status of HRM in India in the year 1960?
 - a) Clerical
 - b) Administrative
 - c) Executive
 - d) None of the above
- 3) HRO stands for
 - a) Human Resource Outlook
 - b) Human Resource Operation
 - c) Human Resource Outsourcing
 - d) Human Resource Overseas
- 4) A human plans requires forecast of :
 - a) Personnel needs
 - b) Supply of inside candidate
 - c) Supply of outside candidate
 - d) All of the above
- 5) Process of identifying, assessing and developing leadership is called as :
 - a) Human Resource Planning
 - b) Succession Planning
 - c) Employment Planning
 - d) None of the above
- 6) If company defines authority and communications channels for employee it falls under which functions?
 - a) Controlling
 - b) Staffing
 - c) Organizing
 - d) All of the above
- 7) Basic compensation given to employees as salaries or wages are called as :
 - a) Base pay
 - b) Variable pay
 - c) Wages
 - d) Salaries

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(P.T.O.)

- 8) Absenteeism of employees from job because of funerals in employee's family or employee illness is classified as :
- Involuntary absenteeism
 - Voluntary absenteeism
 - Satisfactory absenteeism
 - None of the above
- 9) Written complaint of employees in formal way is called as :
- Grievance Strike
 - Grievance Lockout
 - Grievance Arbitration
 - None of the above
- 10) Compensation given with base pay linked to individual team or organizational performance is classifies as :
- Variable pay
 - Wage
 - Salaries
 - Base pay
- Q.2 Write a note on "HR Audit". [15]
- OR**
- Discuss the effects of Labor Turnover in India.
- Q.3 Describe the Types of Compensation with relevant examples. [15]
- OR**
- Define Industrial Relations and discuss its significance in an Industrial Sector.
- Q. 4 Enumerate briefly and with suitable examples the "Competency Mapping" [15]
- OR**
- Narrate the procedure of Disciplinary action is undertaking in an Industrial Organization. Support your answer with relevant field work examples.
- Q.5 Write a Short Notes (Any Two) [15]
- Potential Appraisal.
 - Separation.
 - Causes of Grievance.
 - Effect of Absenteeism.