

**INDIAN MARITIME UNIVERSITY**  
**(A Central University, Govt. of India)**

MBA(PSM/ ITL) - First Semester  
December 2015 End Semester Examinations

**Human Resource Management**  
Subject Code: PG21T2105/PG22T2105

Time : 3 hrs  
Date: 16.12.2015

Max.Marks :60  
Pass Marks: 30

**Section – A (MCQ)**

Answer all the questions (12x1Marks = 12 Marks)

1. The employer's refusal to provide opportunities for work is classified as
  - a. grievance procedure
  - b. lockout
  - c. injunction
  - d. strike procedure
  
2. If outside vendors abroad are supplying services that are previously done by in-house employees is
  - a. Outsourcing
  - b. off shoring
  - c. alternative staffing
  - d. None of the above
  
3. The Position Analysis Questionnaire (PAQ) for job analysis is
  - a. Quantitative technique
  - b. Qualitative technique
  - c. Both A and B
  - d. None of the above
  
4. The rating of all employees equal such as 'good' is called
  - a. lenient tendency
  - b. strict tendency
  - c. biasing tendency
  - d. central tendency

5. The strategy employees seek to interesting jobs and greater advancement opportunities is included in

- a. promotions
- b. transfers
- c. reality shock
- d. formal training

6. Lewin's process consists of

- a. unfreezing stage
- b. moving stage
- c. refreezing stage
- d. All of the above

7. 'Managing tasks effectively' is included in

- a. personal competencies
- b. interpersonal competencies
- c. business management
- d. Both A and C

8. An overview of knowledge, skills and behaviors in a single diagram is called

- a. need analysis competency model
- b. competency model
- c. task analysis
- d. Both A and C

9. The citizens of country other than host country or home country are classified as

- a. host country nationals
- b. expatriates
- c. home country nationals
- d. third country nationals

10. The addition of new product lines in company is

- a. Diversification
- b. Vertical integration
- c. Horizontal integration
- d. Geographic expansion

11. A graphical tool used to summarize the chain of activities to get "big picture" of performance is

- a. HR scorecard
- b. HR digital dashboard
- c. Strategy map
- d. All of the above

12. The intended directions and actions are stated in

- a. Mission statement
- b. Strategic goals
- c. Vision statement
- d. None of the above

**Section – B (200 Words)**

Answer any 5 out of 7 (5x4 Marks=20 Marks)

- 13. What are the measures adopted to cut down on evil effects of corruption in an organisation.
- 14. Explain the necessity for Job analysis in an organisation.
- 15. Write short notes on Outsourcing
- 16. What are career anchors and how is it useful for career development of individuals.
- 17. Explain the social security measures taken in Indian scenario.
- 18. Discuss the fringe benefits in existence in IT companies.
- 19. Explain how cultures influence leadership styles with real life examples.

**Section - C ( 500 Words, Case Study/ Essay Type)**

First question of the section is compulsory (1x7Marks=7Marks)

Answer any 3 out of 5 (3x7 Marks=21 Marks)

- 20. Cultural Mosaic is an asset or liability. Discuss
- 21. Briefly discuss the preparation to be undertaken by employer and employee for interview.
- 22. Discuss the financial incentives enjoyed by employees in hospitality industry.
- 23. Write notes on SEZ and labour laws governing in India.
- 24. Explain the man power planning process with a neat sketch.
- 25. Discuss Hofstede's Cultural dimension and their impact in managing Human resource.

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