

INDIAN MARITIME UNIVERSITY

(A Central University, Govt. of India)

End Semester Examinations – Dec 2019/Jan 2020

M.B.A (Port and Shipping Management) /

(International Transportation and Logistics Management)

Semester-I

PG21T2105 /PG22T2105- Human Resource Management

Date:03-12-2019

Max Marks :60

Time: 3 Hrs

Pass Marks: 30

PART – A

(12 X 1 = 12 Marks)

Answer all questions, all questions carry equal marks

Choose the correct answer from given alternatives.

- (1) An important function of HRM for upgrading knowledge and skills of workers is:
 - a) Performance appraisal
 - b) Induction
 - c) Training
 - d) Job evaluation

- (2) The process of identifying availability and need of human resources for future is known as:
 - a) Manpower Planning
 - b) Job analysis
 - c) Career Planning
 - d) Succession Planning

- (3)The method of attracting prospective candidates for applying for certain vacancies is:
 - a) Recruitment
 - b) Selection
 - c) Placement
 - d) Induction

- (4)The labour Law in India which ensures 'equal pay for equal work' is:
 - a) Minimum Wages Act
 - b) Payment of Wages Act
 - c) Equal Remuneration Act
 - d) Payment of Bonus Act

- (5)The Hofstede model of national culture consists of how many dimensions?
 - a) Three
 - b) Four
 - c) Five
 - d) Six

- (6) The method of payment of wages based on quantity produced is known as?
- Time rate system
 - Piece rate system
 - Mixed method
 - None of the above
- (7) HRM is a management function that helps manager's to,
- Recruit employees
 - Select right employee
 - Train and Develop members for an organization
 - All of the above
- (8) Job evaluation aims at evaluating,
- Performance of an individual employee
 - Performance of all employees
 - Performance of a specific group of employees
 - None of the above
- (9) Succession planning is a method used for,
- Identifying and developing existing employees to become new leader
 - Imparting training to the employees
 - Evaluation performance of the employees
 - Scrutinizing applications for selection
- (10) Job Rotation helps the employees in,
- Acquiring knowledge and skill of a specific job
 - Acquiring knowledge and skill of different jobs
 - Evaluation performance of other employees
 - None of the above
- (11) A stress interview is a special type of selection interview in which the applicant is,
- Made uncomfortable by series of awkward and rude questions
 - Made comfortable by polite questions
 - Attending the interview with lots of stress and anxiety due to his personal problems
 - Asked to perform certain activities which cause him/her physical stress.
- (12) Which of the followings is not a Social Security Legislation of India?
- Employees State Insurance Act
 - Employees Provident Fund and Miscellaneous Provisions Act
 - Factories Act
 - Payment of Gratuity Act

PART – B**(5 X 4 = 20 Marks)****Answer any FIVE Questions**

- (13) Why employees of an organization are considered as 'Human Resources'? Why this 'Human Resources' need to be managed? (2+2=4)
- (14) What is job evaluation? "Job evaluation is the ranking of job and not the job holder" - Comment. (2+2=4)
- (15) Briefly discuss on need for Managing Talent. (4)
- (16) What is the purpose of conducting interview for selection? (4)
- (17) Briefly state the genesis of labour laws in India. Name any two Acts responsible for maintaining healthy industrial relations in India. (3+1=4)
- (18) How can you manage multicultural teams? (4)
- (19) Write short notes on: (2+2=4)
(1) Job Description
(2) Job Rotation

PART – C**(4 x 7 = 28 Marks)****Answer any FOUR of the following questions
(Question No. 20 is compulsory)**

- (20) Differentiate between Recruitment and Selection. Briefly state sources of recruitment along with their respective merits and demerits. (1+6=7)
- (21) 'Performance Management plays a vital role in establishing strategic pay plans' – do you agree? – State with suitable reason. Briefly discuss any THREE methods of performance appraisal. (1+6=7)
- (22) a. What is Strategic Human Resource Management?
b. XYZ Logistics, a major logistics service provider (provides logistics services to containerized cargo) is planning to enter into the business of providing logistics support for liquid cargo, in which two major players are already existing since last decade. As HR Manager, you need to build a Strategic HRM mode [please mention assumptions (if any) you consider while building the SHRM model]. (1+6=7)
- (23) What is 'Industrial Dispute' as per Industrial Disputes Act? Name the authorities and their respective functions provided under this Act for prevention and/or resolution of industrial disputes. (1+6=7)
- (24) Elaborate the concept of 'Collective Bargaining'. Briefly explain the advantages and disadvantages of collective bargaining.
- (25) Explain the Hofstede's model of cultural dimensions. (7)
