



INDIAN MARITIME UNIVERSITY

SCHOOL OF MARITIME MANAGEMENT

June 2013 Examinations
SECOND SEMESTER

HUMAN RESOURCE MANAGEMENT

Subject Code: T 1204
Date: 12.06.2013
Time: 3 Hrs

QP Code: T0811204 / T0821204
Max. Marks: 75

Note: Answer All Questions

PART - A

(10 X 1 =10)

1. Which aspect of Human resource management is concerned with the collective bargaining of labor union?
(a) Stockholder relations
(b) Industrial relations
(c) Personnel relations
(d) Employee relations
2. Which of the following involves holding beliefs about people that place them in categories for recognizing and accepting differences?
(a) Backlash
(b) Mistrust
(c) Cohesiveness
(d) Stereotyping
3. The inner drive that directs a person's behavior towards goal attainment is known as
(a) Performance
(b) Motivation
(c) Need
(d) Attitude
4. The relative position of an organization's pay incentives compared to other companies in the same industry is known as
(a) Pay structure
(b) Pay Appraisal
(c) Pay Level
(d) Pay Feedback

5. The father of Scientific Management is
- (a) Deming (b) Burns
(c) Taylor (d) Hawthorne
6. What is the term for 360-degree feedback?
- (a) Feedback loop (b) Multi source Assessment
(c) Upward Feedback (d) Circle Feedback
7. The whole is greater than sum of its parts is known as
- (a) Efficiency (b) Effectiveness
(c) Productivity (d) Synergy
8. Employee Commitment has suffered in recent years because of
- (a) Downsizing (b) Training issues
(c) Appraisals (d) Performance standards
9. _____ is termed as "the right arm of the top executive".
- (a) Staff Manager (b) Line Manager
(c) Personnel Manager (d) Secretary
10. Organizational gap analysis is commonly identified as
- (a) SWOT (b) Job Analysis
(c) Core Competency (d) Production Planning

PART -B

(5 X 5 = 25)

Note: Answer any FIVE Questions

11. What is Human Resource Management and how does it differ from Personnel Management?
12. Define Recruitment and identify the various factors that affect recruitment Policies and programmes.

13. Enumerate the Objectives of Performance appraisal.
14. Write a short note on Competency Based Pay system.
15. State the importance of Collective Bargaining?
16. What are the basic factors in determining pay rates?
17. What are Trade Unions? List out their Objectives.

PART - C

(4 X 10= 40)

18. Describe the evolution of HRM in Indian Scenario. (**COMPULSORY**)

Note: Answer any *THREE* out of *FIVE* Questions

19. Discuss about the importance and scope of Human Resource Management.
20. What is Job Analysis? Discuss the steps involved in Job Analysis.
21. Explain briefly the various steps involved in a Selection process.
22. Describe the essentials of a good incentive plan
23. What are the reasons for providing welfare measures by the employers?
