

**INDIAN MARITIME UNIVERSITY**  
(A CENTRAL UNIVERSITY, GOVERNMENT OF INDIA)

**M.B.A. (INTERNATIONAL TRANSPORTATION AND LOGISTICS /  
PORT AND SHIPPING MANAGEMENT)**  
**DEC '14 / JAN'15 END SEMESTER EXAMINATIONS**  
**II SEMESTER**

**HUMAN RESOURCE MANAGEMENT (T 1204)**

Time: 3 Hrs  
Date: 31.12.2014

MAX MARKS : 60  
Pass Marks : 30

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**Section -A**

(12x1=12Marks)

(Answer all questions. All questions carry equal marks)

1. The full form of the term SHRM is.
  - a. Scientific Human Resource Management
  - b. Strategic Human Resource Management
  - c. Statistical Human Resource Management
  - d. None of the above.
  
2. A written record of duties, responsibilities and conditions of job is called.
  - a. Job analysis
  - b. Job evaluation
  - c. Job description
  - d. Job specification
  
3. The HRM functions do not include.
  - a. Recruitment
  - b. Selection
  - c. Cost control
  - d. Training
  
4. Which of the followings is NOT an external source of recruitment?
  - a. Advertisement
  - b. Promotion
  - c. Employee referrals
  - d. Employment agencies
  
5. The Human Relations is an outcome of a famous study known as:
  - a. The Management study
  - b. The Organizational study
  - c. The employee Study
  - d. The Hawthorne study

6. Which of the followings is not a function under Human Resource Planning?
- Setting future objectives
  - Conducting interview
  - Forecasting requirement of Human Resources
  - Matching Human Resource requirement and existing Human Resources
7. Collective bargaining is a process of:
- Bargaining between employees and employer in connection with conditions of employment
  - Shopping in group with lots of bargaining
  - A bargaining between group of sellers and one buyer
  - Bargaining between Govt. and employer in connection with employee benefits.
8. The full form of ESOP is:
- Employer Safety for Own Purpose
  - Employee Safety for Own Purpose
  - Employee Stock Ownership Plan
  - Employer Service On Promotion
9. Which of the followings is NOT a factor in determining pay rates?
- Union influence on compensation decision
  - Compensation policies of the organization
  - Legal consideration in compensation
  - None of the above.
10. The relative worth of a job can be identified by:
- Job analysis
  - Job specification
  - Job evaluation
  - Job description

11. Exit interview is conducted :

- a. To find out why employees leave the organization
- b. To find out how to retain the employees
- c. To eliminate the factors resultant for high turnover of employees
- d. All of the above.

12. Which of the followings is NOT an authority under Industrial Disputes Act, 1947?

- a. Works committee
- b. Conciliation officer
- c. Welfare officer
- d. Industrial Tribunal

**SECTION - B**

**(5 x 4 = 20 marks)**

(Answer any FIVE questions not exceeding 200 words. All questions carry equal marks)

13. Briefly discuss the objectives and importance of HRM.
- 14 13. Draft an advertisement in connection with appointment of MBA Graduates as Management Trainees in Finance department of a company
- 15 14. Briefly discuss needs and importance of Training and Development.
- 16 15. 'Collective bargaining can be effectively used to solve industrial disputes.' – Do you agree? Justify your answer.
- 17 16. Write a note on designing an effective incentive programme.
- 18 17. Why employee welfare provisions are incorporated in Factories Act, 1948? Discuss in brief on any ONE statutory employee welfare provisions as per Industrial Disputes Act, 1947
- 19 18. 'With rapid changes in the industrial scenario, the trade unions have lost their significance to a great extent.' – Do you agree? Justify your answer.

**SECTION- C**

**(4 x 7 = 28 marks)**

Answer question No. 20 and any THREE from the rest

20. 'In this competitive business world, HRM plays a key strategic role in effective functioning of the business.' – Do you agree? Justify.
- 21 19. Discuss with suitable example the steps involved in recruitment, selection and placement.

- 22/20. What is the difference between Training and Development? Discuss any ONE method of On the job and any ONE method of off the job training.
- 23/21. 'The ESOP motivates the employees to work even better for improved performance of the company.' – Do you agree? Justify your answer.
- 24/22. Write a brief note on functioning of trade unions in India.
- 25/23. What is performance appraisal? What is the difference between performance appraisal and job evaluation? Discuss in brief any ONE performance appraisal technique.

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