

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

MBA(PSM)- Second Semester
December 2015 End Semester Examinations

Human Resource Management
Subject Code : PG21T1204

Time : 3 Hrs
Date : 14.12.2015

Max Marks : 60
Pass Marks : 30

Section – A (MCQ)

Answer all the questions (12x1Marks = 12 Marks)

1. _____ had a significant impact on the human relations movement which led to evolution of HRM practices.
 - a. Second world war
 - b. Hawthorne studies
 - c. Industrial revolution
 - d. None of the above

2. Collecting job analysis data usually involves the effort by _____.
 - a. HR specialist
 - b. The worker
 - c. The worker's supervisor
 - d. All of the above

3. The broad terminology for the tests which measure the psychological dimensions of the candidate is known as _____.
 - a. Personality tests
 - b. Psychometric tests
 - c. Aptitude tests
 - d. Ability tests

4. _____ is used to get the basic and demographic details about the candidates.
 - a. Application bank
 - b. Interview
 - c. Assessment centre
 - d. Reference check

5. A process through which senior-level openings are planned for and eventually filled is known as _____
- Executive development
 - Succession planning
 - Skills Inventory
 - Replacement chart
6. _____ is a training technique by which management trainees are allowed to work full time analyzing and solving problems in other departments.
- Junior board
 - Case study method
 - Simulation method
 - Action learning
7. Keeping record of examples of an employee's crucial work-related behaviour and using it for his/her performance appraisal is known as _____
- Graphic rating scale
 - Critical incidence method
 - Behaviourally anchored rating scales
 - Forced distribution method
8. _____ is a system of pay based on the number of items processed by each individual worker in a unit of time.
- Piece work
 - Variable pay
 - Standard hour plan
 - None of the above
9. _____ is a one-time payment some employees provide when terminating an employees.
- Supplemental pay
 - Unemployment insurance
 - Severance pay
 - Compensation
10. An unauthorized strike occurring during the term of contract is called as _____
- Sympathy strike
 - Wildcat strike
 - Boycott
 - Lockout

11. In union organizing, the group of employees the union will represent is known as :
- The bargaining unit
 - The agency shop
 - The representation committee
 - The solidarity unit
12. Job enrichment can be described as _____
- Assigning workers additional work at the same level
 - Redesigning jobs to increase opportunities for responsibility
 - Moving workers from one job to another
 - Encouraging employees not to limit themselves to what's on their job descriptions.

Section – B (200 Words)

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

- Briefly explain the responsibilities of HR Department as a staff function?
- Explain the role of HR in improving the competitive advantage of the organization.
- Explain the role of job analysis in recruitment and selection.
- What is meant by reliability and validity of a test?
- What is meant by an Exit Interview and what are its uses?
- What are family friendly benefits and what are its advantages?
- What are the advantages of having a labour union in an organization?

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. XYZ Inc is a multinational FMCG (fast moving consumer goods) company operating in India for the past 10 years. Recently an employee audit within the Indian subsidiary showed very few women occupying positions in the middle and top level positions. Even though at the entry level of management there were around 40 percent of women managers, the number of women employees at middle and top level were shockingly less. The CEO of the company wants to change this trend and increase the number of women managers at middle and top levels. Assume that you are the HR head of the company, according to you what would be the possible reasons for this trend? List down strategies you would adopt to change this trend.

21. Differentiate Strategic HRM from traditional HRM? Explain how HR can play the role of a strategic partner in business?
22. Explain the advantages and disadvantages of using financial rewards to motivate employees. How to improve perception of equity among employees?
23. What are the limitations of interview method? Prescribe ways to overcome those limitations.
24. Explain the on-the-job methods used for training managers.
25. Explain different ways used to resolve industrial disputes.
