INDIAN MARITIME UNIVERSITY

(A Central University, Govt.of India)

May/June 2015 End Semester Examinations

SEMESTER – II, M.B.A (INTERNATIONAL TRANSPORTATION AND LOGISTICS / PORT AND SHIPPING MANAGEMENT)

HUMAN RESOURCE MANAGEMENT (T 1204)

Date:11.06.2015   Max.Marks:60
Time:-3 Hrs   Pass Marks:30

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SECTION – A   **(12x1=12 Marks)**

Answer ALL the questions. All question carry equal Marks

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1. Human Resource Management deals with:
   a) increased competition
   b) rapid technological changes
   c) cross cultural issues
   d) all of the above

2. Strategic Human Resource Management focuses on:
   a) aligning HR with core business strategy
   b) aligning labour laws with HR
   c) aligning business with HR strategy
   d) none of the above

3. Job analysis refers to:
   a) analysis of the job holder
   b) job content in terms of activities and job requirements
   c) analysis of a particular job with respect to other jobs
   d) analysis of performance of the job holder

4. Which of the following is not a component of job specification?
   a) Qualification
   b) Experience
   c) Job duties
   d) Skills

5. Which of the followings is a method of on the job training?
   a) classroom lecture
   b) simulation
   c) vestibule training
   d) job rotation

6. As per Competency based pay, employees are paid based on;
   a) their job description
   b) their seniority and position
   c) their skill and knowledge
   d) none of the above

7. Trade Union Act was passed in the year;
   a) 1919
   b) 1923
   c) 1925
   d) 1926

8. Collective bargaining is a process of;
   a) negotiation between employers and employees to regulate working conditions
   b) negotiation between employees and trade unions for increasing wage
   c) negotiation between buyer and seller in the market
   d) none of the above

9. In performance appraisal, BARS refers to;
   a) Basic Arithmetic Roster Scale
   b) Behaviour & Attitude Rating Scale
   c) Behaviour & Attitude Ranking Scale
   d) Behaviour Anchored Rating Scale

10. Which of the followings is not a method of performance appraisal?
    a) BARS
    b) Critical incident method
    c) Panel interview
    d) Rating Scale

11. Which of the followings is a statutory employee welfare facility in India?
    a) Employees stock option scheme
    b) Food to the employee free of cost
    c) Protective measures during hazardous operations
    d) None of the above

12. Performance management helps in understanding;
    a) performance deficiencies of the employees
    b) training requirements of the employees
    c) potential of the employees
    d) all of the above

SECTION – B   (5x4=20 Marks)

Answer ANY five of the following questions. Each answer should not exceed 200 words.

13. Define Strategic Human Resource Management. Differentiate it with Human Resource Management.

14. What is the difference between recruitment, selection and placement? Explain with a suitable example.

15. 'Training and Development serve the same purpose.' – Do you agree? Explain.

16. What do you understand by Human Resource Planning?

17. Name the statutory authorities to resolve Industrial Dispute under Industrial Disputes Act, 1947.

18. Differentiate between job evaluation and performance appraisal.

19. Discuss the concept of industrial relations with a suitable example.

SECTION – C   (4x7=28 Marks)

*Question No. 20 is compulsory. Answer ANY THREE of the remaining questions
Each answer should not exceed 500 words.*

20. Why the concept of SHRM is practiced widely now a day? Discuss in brief the approaches of SHRM.

21. Discuss the importance of training. Explain any two methods each of on the job training and off the job training.

22. What is compensation management? Briefly discuss importance of compensation. State the factors in determining pay rates.

23. Discuss the concept of collective bargaining. What are the approaches to collective bargaining?

24. Briefly discuss the concept of performance appraisal. Briefly state any THREE methods of performance appraisal.

25. Write short notes (any TWO)
    i. Wage differential   ii. Functions of HRM   iii. Appraisal interview

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