Paper / Subject Code: 11114 / Commerce : Paper V M.H.R.M.(Human Resource Management).

Q.P. Code :31278

[Time: 2½ Hours]   [Marks: 75]

Please check whether you have got the right question paper.
N.B: 1. All questions are compulsory.
        2. Figures to the right indicate full marks.

Q.1   Answer any two of the following   15
a) Define human resource management. Explain its nature.
b) What is the meaning of Job Analysis? Discuss the benefits of Job Analysis.
c) What is Interview? Explain types of Interview.

Q.2   Answer any two of the following   15
a) What is training? Explain the importance of training.
b) What is Performance Appraisal? Explain the traditional methods of Performance Appraisal.
c) Write note on Succession planning.

Q.3   Answer any two of the following   15
a) Explain the transformational Theory of leadership.
b) What is motivation? Explain the factors influencing motivation.
c) What is Grievance? Explain the causes of grievances.

Q.4   Answer any two of the following   15
a) Explain the term Spiritual Quotient. What are the factors affecting Spiritual Quotient?
b) What is Counselling? Explain the techniques of Counseling.
c) Explain "Sexual Harassment" & "Discrimination" as ethical issues in Human Resource management.

Q.5 A) Fill in the blanks by choosing the appropriate options given below.   05
i. Human Resource management is a _____. Process.
People Oriented
Product oriented
Consumer Oriented
Market Oriented

ii. Job rotation is an _____ method of training.
On the job
Off the job
Outdated
Ineffective

Paper / Subject Code: 11114 / Commerce : Paper V M.H.R.M.(Human Resource Management).

Q.P. Code :31278

iii. An autocratic leader takes _____ decisions.
   Quick
   Slow
   NO
   Unnecessary

iv. Morale is a _____ Concept.
   Psychological
   Physiological
   Political
   Ennionnertel

v. The purpose of downsizing is to achieve _____.
   Rightsizing
   High Moral
   Wrong sizing
   Confidence

Q.5 B) State whether the following statements are true or false.   05
   a) Job analysis helps in finalizing pay scale.
   b) Lectures is one of the job methods of training.
   c) The man relations is an inter-disciplinary concept
   d) Theory Z of motivation by William Ouchi is a combination of Theory X & Theory Y.
   e) Employee moral suffers due to attrition.

C) Match the following   05

Group A		Group B	
a.	Selection	i.	Training provided in hall
b	Vestibule training	ii.	Method of performance Appraisal
c	360 degree	iii.	Process of choosing the most suitable candidates
d	Emotional Quotient	iv.	Reduces labour turnover
e	Good human relation	v.	Self-awareness

****

E6FFC4D3905F9A53C13D50E8C4B34643