TILAK MAHARASHTRA VIDYAPEETH, PUNE

BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)

EXAMINATION: MAY - 2015 FIFTH SEMESTER

Sub · Human Resource Management (71512)

_		Sub.: Human Resource Manageme			
Date: 18/5/2015		Total Marks: 80	Time: 10.00 am to 1.00 pm		
Instructions:		1) The paper consists of two sections I and	II.		
		2) All questions are compulsory.			
		SECTION - I			
Q. 1.	a) Write in	detail the nature and significance of HRM.	(15)		
	OR				
	b) Explain Manager	the scope for HRM and describe the roles and r.	d responsibilities of HR		
Q. 2.	2. a) Explain in detail various sources of recruitment. What are some of the mode sources used in current scenario?		t are some of the modern (15)		
	OR				
	b) What is	the purpose and importance of Job Analysis?			
Q. 3.	a) Define M	Manpower Planning and elucidate the importa	nce of HRP. (15)		
	OR				
	b) What are	e the barriers in communication?			
Q. 4.	Write shor	rt notes: (Any 3)	(15)		
1.	Job Specific	cation			
2.	Factors affecting HRP				
3.	Component	ts Of Employee Remuneration			
4.	Career Planning				
		SECTION - II			
Q. 5.	Choose the	e most appropriate option.	(20)		
1)	is a kind of punishment after which the worker is not taken back in the organisation.				
	a) Discharg	ge b) Den	notion		
	c) relegation	n d) Det	raction		
2)	Job enrichment orloading increases the proportion of the planning and controlling components and reduces the proportion of the doing component.				
	a) Horizont	al b) sem	i-vertical		
	c) vertical	d) Para	allel		

3)	According to Recruitment, it is a process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization.		
	a) Apollo	b) Flippo	
	c) Demello	d) Athello	
4)	Dismissal without Notice is termed as	dismissal.	
	a) Constructive	b) Summary	
	c) Practical	d) Predictable	
5)	Application ofbecomes essential by preparing job analysis programmes, as Analysis of job is nothing but collecting data.		
	a) Sociology	b) marketing	
	c) Anthropology	d) research methodology	
6)	is a technical term used when employees working elsewhere are attracted to join organizations.		
	a) Raiding	b) Stealing	
	c) thieving	d) robbery	
7)	refers to sending an employee to another organization for a short duration of two or three years.		
	a) Dissertation	b) Deputation	
	c) Dismissal	d) Disagreement	
8)	Job specifications translate the job into terms of human qualifications which are required for a successful performance of a job.		
	a) Rotation	b) enrichment	
	c) description	d) enlargement	
9)	and Discharge are often used interchangeably. But it should be noted that both the concepts are quite different from each other.		
	a) Succession	b) Disbelief	
	c) Suspension	d) Suspicion	
10)	Recruitment and Selection needs to be	by job analysis.	
	a) Supersede	b) unprecedented	
	c) unparalleled	d) preceded	
11)	Inthe burden of interpretation lies on the receiver.		
	a) Coding	b) decoding	
	c) ascending	d) descending	

12)	is the response which is communicated back to the sender.		
	a) Speed	b) Space	
	c) Feedback	d) Venue	
13)	An interview taken by a panel of five top management personnel is termed as		
	a) Action	b) Intention	
	c) Interval	d) Interaction	
14)	In perception the information is gathered from _		
	a) Five	b) Four	
	c) Six	d) Seven	
15)	 In case of communications it is necessary to remove the organizational and inter blocks that might be present 		
	a) upward	b) downward	
	c) Parallel	d) unilateral	
16)	InMost of the communication is carried on through words either spoor written. There can be deliberate or non- deliberate distortion of message to be communicated through words.		
	a) Physical Barriers	b) Semantic Barriers	
	c) Premature Barrier	d) Half hearted attention	
17)	Induction is the bridge betweena	nd	
	a) Functional , Multiple	b) selection, training	
	c) refutation, Concession	d) negation, negotiation	
18)	is an act of increasing the knowledge and skill of personnel for the purpose of improving individual and organizational performance."		
	a) Selection	b) Counseling	
	c) "Training	d) Analysis	
19)	is the meaning of existence and coplace.	ontinuous existence of something in	
	a) Reprimand	b) Retention	
	c) Retire	d) Reservation	
20)	Voluntary retirement is also known as	<u>_</u> .	
	a) Retrenchment	b) Pink slip	
	c) Freelancing	d) The golden handshake	