

CS/BSM/SEM-4/BSM-403/2012

2012

HUMAN RESOURCE MANAGEMENT – I

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following :

10 × 1 = 10

- i) The section of people lying at the top of sports remuneration pyramid are
 - a) Weak b) Rich
 - c) Poor d) Richest.
- ii) The full form of QWL is
 - a) Quality of word life b) Quality of worst life
 - c) Quality of working life d) Quantity of work life.
- iii) Training is given mainly
 - a) to increase the education level
 - b) to increase the speaking power
 - c) to increase the KSA
 - d) to increase the skills.
- iv) From the following which is not a demand analysis technique ?
 - a) Delphi technique b) Trend analysis
 - c) Work-load analysis d) Markov analysis.
- v) The name of the Father of IR is
 - a) F.W Taylor b) Fayol

- c) Webber d) Dunlop.
- vi) LWP stands for
- a) Leave without pay b) Leave with Pay
c) Leave off pay d) None of these.
- vii) The last step of training is
- a) Feedback b) Analysis
c) Methods d) Design.
- viii) The focus of HRM involves around
- a) Men b) Money
c) Machine d) Motivation.
- ix) The full form of HRA is
- a) Human Resource Audit
b) Human Resource Approach
c) Human Resource Accounting
d) None of these
- x) The Industrial Disputes Act was enacted on
- a) 1965 b) 1985
c) 1942 d) 1947.
- xi) WPM implies
- a) Workers participation in Management
b) Workforce participation in Management
c) Workforce participative Management
d) None of theae.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

2. Enumerate the need for Human Resource Planning in an organization.
3. What steps may be adopted to reduce the tension in a sportsperson ?

4. Discuss the selection process of a player in a team.
5. 'Human Resource Management seeks to find out the right man for the right job.' – Elucidate.
6. Discuss the various types of discipline.

GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

7. a) What is labour welfare ?
b) What are the objectives of labour welfare ?
c) State the provisions for ensuring labour welfare in an organization. $3 + 4 + 8$
8. a) What is training ?
b) Indicate the importance of training to a sportsperson.
c) Discuss the effective methods that may be employed to train a sportsperson. $3 + 5 + 7$
9. a) Explain the concept of performance appraisal.
b) What are the objectives of conducting performance appraisal ?
c) State and explain any two good systems of performance appraisal used in sports. $4 + 5 + 6$
10. a) Give an overview of the process and sources of recruitment in an organization clearly highlighting its comparative merits and demerits.
b) What are the objectives of HRM in the present day scenario of different sports organizations ? $9 + 6$
11. Write short notes any *three* of the following : $3 \times 5 = 15$
 - a) Job analysis
 - b) Collective Bargaining
 - c) Workload analysis.

d) ID settlement machineries.

e) Functions of Trade Unions.