

**CS/BSM/SEM-4/BSM-403/2013**

**2013**

**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 the following :  $10 \times 1 = 10$

i) The term 'procurement' stands for

a) training & development

b) appraisal

c) IRs

d) Recruitment & selection.

ii) What is meant by the acronym VET ?

a) Vocational Education and Training

b) Vocational Expertise and Training

c) Vocational Expertise and Training

d) Voluntary Education and Training.

iii) The managerial function out of the following functions  
of HR managers is

a) procurement b) organizing

c) appraisal d) retention.

iv) Human resource management is normally .....  
in nature.

a) proactive b) reactive

c) combative d) none of these.

- v) What is meant by an SME ?
- a) Small Medium Employer
  - b) Small Medium Enterprise
  - c) Small Manufacturing Enterprise
  - d) Small Manufacturing Employer.
- vi) Which of the following is *not* a type of performance appraisal ?
- a) Team based appraisal
  - b) Appraisal of managers
  - c) Customer appraisals
  - d) 45 degree appraisal.
- vii) The Trade Union Act was enacted in
- a) 1986 b) 1963
  - c) 1926 d) 1989.
- viii) HR manager is a/an
- a) Line manager
  - b) Staff manager
  - c) Account manager
  - d) None of these.
- ix) The Standing Order Act was enacted
- a) 1956 b) 1836
  - c) 1946 d) 1986.
- x) Which of the following techniques is not connected with human resource planning ?
- a) Markov analysis b) MBO
  - c) Demand analysis d) Work load.

**GROUP – B**

**( Short Answer Type Questions )**

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

2. What are the differences between recruitment & selection ?
3. Write a note on 360 degree feedback.
4. Discuss the selection procedure of a player in a cricket.
5. Do you think that appraisal system is required in sports organizations ?
6. What is work load analysis ?

### **GROUP – C**

#### **( Long Answer Type Questions )**

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

7. What is HRP ? Discuss the process of HRP. Discuss the need for HRP.  $2 + 7 + 6$
8. “A good team, good field is not adequate for a sports person.”  
Do you agree ? Enlighten the statement.
9. What is an industrial dispute ? Discuss the ID settlement machineries. Discuss the structure of trade union.  $3 + 7 + 5$
10. What are the differences between wage & salary ? What are the HR policies in a sports organisation ?  $8 + 7$
11. How is a new football player trained in a new team ? What is collective bargaining ?  $12 + 3$