

C.U.SHAH UNIVERSITY

Winter Examination-2018

Subject Name : Human Resources Management - I

Subject Code : 4CO03HRM1

Branch: B.Com (English)

Semester : 3

Date :14/12/2018

Time : 02:30 To 05:30

Marks : 70

Instructions:

- (1) Use of Programmable calculator & any other electronic instrument is prohibited.
- (2) Instructions written on main answer book are strictly to be obeyed.
- (3) Draw neat diagrams and figures (if necessary) at right places.
- (4) Assume suitable data if needed.

- Q-1 Attempt the following questions: (14)**
- a) Success of any organization depends on? 1
 (a) human element (b) machinery (c) material (d) market
 - b) Management and personal management are one and the same, they cannot be separated. Management means..... Lawrence Appley. 1
 (a) Permanent management (b) Personal management
 (C) Working management (d) None
 - c) The effort to get the estimate as to how many and what type of employees will be required in further and to what extent means 1
 (a) Human Resource Management. (b) Human Resource Development
 (c) Human Resource Planning (d) None
 - d) Generally how many stages are there of human resource planning? 1
 (a) Two (b) Three (c) Four (d) Five
 - e) is the extensive study of job, while job description is its summary. 1
 (a) Job Description (b) Job Analysis (c) Job Evaluation (d) None
 - f) Which is the main method of 'Comparing Factors Method'? 1
 (a) Job Evaluation (b) Job Description (c) Job analysis (d) Personal Evaluation
 - g) What is it called to obtain proper person, for proper position, in proper numbers at proper numbers, at proper time? 1
 (a) Recruitment (b) Transfer (c) Promotion (d) Termination
 - h) Employment Exchange, is thefor the recruitment of employees. 1
 (a) Cannot be said (b) Internal sources (c) External sources (d) Direct sources
 - i) means to give ownership to employee, place in management and profit-sharing. 1
 (a) Co-partnership (b) Profit sharing (c) wages + Commission (d) None
 - j) Which of the following plan is called individual incentive wage plan? 1
 (a) Halsey premium plan, Rowan premium plan (b) Priestman plan, profit sharing
 (c) Time Wages plan (d) Piece wage plan
 - k) To carry out Is the duty of the employees and get its benefits is the right of employees? 1
 (a) owner welfare Activity (b) Labour welfare Activity
 (c) Employee –Employer Dispute Activity (d) None



- l) At the time of retirement, besides provident fund which amount is paid. Which looks like oxygen to an employee? 1
 (a) Bonus (b) Gratuity (c) Appreciation letter (d) None
- m) The trade union movement in India was initiated from which year? 1
 (a) 1857 (b) 1878 (c) 1875 (d) 18875
- n) Full form of AITUC is what? 1
 (a) All India Trade Union Committee (b) All India Trade Union Congress
 (c) Ahmedabad Industrial Trade Union Corporation
 (d) All India Trade Union Company

Attempt any four questions from Q-2 to Q-8

- Q-2 Attempt all questions (14)**
 (a) Explain the characteristic of Human Resource Management. 7
 (b) Discuss the objective of Human Resource Planning. 7
- Q-3 Explain the process of Human Resource Planning. 14**
- Q-4 Attempt all questions (14)**
 (a) State the advantages of Performance Appraisal. 7
 (b) State the usefulness of Job Analysis. 7
- Q-5 Attempt all questions (14)**
 (a) Discuss the External sources of Human resource recruitment. 7
 (b) Explain procedure of selection. 7
- Q-6 Attempt all questions (14)**
 (a) State the characteristic of ideal wages system. 7
 (b) Discuss Ancient Conventional Wage System. 7
- Q-7 Attempt all questions (14)**
 (a) Explain the necessity of labour welfare Activities. 7
 (b) State the labour welfare factors affecting to social security. 7
- Q-8 Attempt all questions (14)**
 (a) State the type of “Trade Union” 7
 (b) Discuss the causes for the slow Development of Trade Union Activity. 7

