

C. U. SHAH UNIVERSITY

Winter Examination-2019

Subject Name: Human Resources Management - I

Subject Code: 4CO03HRM1

Branch: B.Com (English)

Semester: 3

Date: 30/11/2019

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) The pillar of happiness of mankind, creator of national future and giving direction to all the countries of the world is 1
 (A) Politics (B) Teacher
 (C) Management (D) All of the above
- b) Management and Personnel Management are one and the same they cannot be separated management means..... 1
 (A) Permanent Management (B) Personnel Management
 (C) Working Management (D) None
- c) Human Resource planning is related with what? 1
 (A) Past (B) Present
 (C) Future (D) None
- d) Human Resource Planning is the inseparable part of what? 1
 (A) Planning (B) Control
 (C) Direction (D) Management
- e) Means the precise study of different components of the task. 1
 (A) Job Analysis (B) Job Description
 (C) Job Evaluation (D) None
- f) is the process of evaluating the job? 1
 (A) Job Analysis (B) Job Evaluation
 (C) Job Description (D) All
- g) Means obtaining proper persons for proper position, in proper time. 1
 (A) Placement (B) Selection
 (C) Recruitment (D) Promotion
- h) Employment Exchange is the for the recruitment of employees. 1
 (A) Internal Source (B) External Source
 (C) Direct Source (D) None
- i) Which is the important characteristics of ideal wage system? 1
 (A) Time Wage Plan (B) Guaranty of Minimum Wage
 (C) Piece Wage Plan (D) Individual Incentive
- j) Means to give ownership to employee place in management and profit sharing. 1
 (A) Co – Partnership (B) Profit Sharing



- (C) Wages + Commission (D) Individual incentive
- k) At the time of retirement, beside Provident Fund, which amount is paid, which looks like oxygen to an employee. 1
 (A) Bonus (B) Gratuity
 (C) Appreciation (D) None
- l) Attack on five giants like shortage unemployment, dirtiness and ignorance is the 1
 (A) Labour Security (B) Owner Security
 (C) Social Security (D) Dispute Activity
- m) The trade union movement in India was initiated from which year? 1
 (A) 1857 (B) 1878 (C) 1875 (D) 1887
- n) “Industrial revolution is the mother of Trade unions” Is this statement proper? 1
 (A) Yes (B) No (C) Wrong (D) None

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

- Q-2 Attempt all questions (14)**
 (A) Explain in detail – Scope of Human Resource Management. 7
 (B) Explain the objective of Human Resource planning? 7
- Q-3 Attempt all questions (14)**
 (A) Give the meaning of Human Resource Planning and Explain its Limitations. 7
 (B) Discuss the factor affecting Human Resource Planning. 7
- Q-4 Attempt all questions (14)**
 (A) Explain the process of Job Analysis. 7
 (B) State the advantages of Job Evaluation. 7
- Q-5 Attempt all questions (14)**
 (A) Which is the sources of Human Resource Recruitment, Explain it. 14
- Q-6 Attempt all questions (14)**
 (A) Explain Piece Wages and Time Wages. 7
 (B) Write a short note on - Co – Partnership. 7
- Q-7 Attempt all questions (14)**
 (A) Explain in detail scope of labour welfare carried out, inside and outside the factory. 14
- Q-8 Attempt all questions (14)**
 (A) Write a short note on - Collective Bargaining. 7
 (B) Discuss the types of Trade unions. 7

