

C.U.SHAH UNIVERSITY

Winter Examination-2021

Subject Name : Human Resources Management - I

Subject Code : 4CO03HRM1

Branch: B.Com (English)

Semester: 3

Date: 22/12/2021

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) From when human resource management was completely accepted in India? 1
 (a) 1970-71 (b) 1980-81 (c) 1990-91 (d) 1960-61
 - b) Success of any organization depends what? 1
 (a) on human element (b) machinery (c) material (d) market
 - c) Generally how many stages are there of human resource planning? 1
 (a) Two (b) Three (c) Four (d) Five
 - d) How many types of human resource planning? 1
 (a) Two (b) Three (c) Four (d) Five
 - e) _____ is not objective but tool. 1
 (a) Job description (b) Job evaluation (c) Job Analysis (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) As per scientific recruitment means _____ . 1
 (a) None (b) Random recruitment
 (c) Haphazard recruitment (d) Right man at right place
 - h) 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
 - 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 (b) Priestman plan
 (c) Time Wages plan (d) Piece wage plan
 - k) 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
 - l) 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
- m) Full form of AITUC is _____. 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
- n) The trade union movement in India was initiated from which year? 1
- (a) 1857 (b)1878 (c) 1875 (d) 1887

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

- Q-2 Attempt all questions (14)**
- (a) Discuss the objectives of Human Resource Planning. 7
- (b) Explain the characteristics of Human Resource Management. 7
- Q-3 Attempt all questions (14)**
- (a) Discuss the External sources of Human Resource recruitment. 7
- (b) Explain the procedure of selection. 7
- Q-4 (14)**
- State and explain the advantages and disadvantages of Performance Appraisal.
- Q-5 (14)**
- Define the factors affecting Human Resource planning.
- Q-6 Attempt all questions (14)**
- (a) Explain the necessity of labour welfare Activities. 7
- (b) State the labour welfare factors affecting social security. 7
- Q-7 Attempt all questions (14)**
- (a) State the various types of “Trade Union” 7
- (b) Discuss the causes for the slow Development of Trade Union Activity. 7
- Q-8 Attempt all questions (14)**
- (a) State the characteristic of ideal wages system. 7
- (b) Discuss ancient conventional wage system. 7

