Q.P. Code:02238

[Time: 02:30 Hours]

[ Marks:75]

Please check whether you have got the right question paper.

N.B: 1) All questions are compulsory.

2) Figure to the right indicate full marks.

		30
Q.1	Answer the following questions.(any two)	15
a	How does Strategic Human Resource differ from Traditional Human Resource Management.	
<b>b</b> )	What is Human Resource Planning? Explain the steps in Human Resource Planning.	11
e)	Briefly explain the various Employment Tests.	
Q.2	Answer the following questions.(any two)	15
at		
-b)	What is Training? Explain its significance.	
-ct	Briefly explain traditional methods of Performance Appraisal.	
Q.3	Answer the following questions (any two)	15
a)	Define Leadership and Explain the Traits Theory of Leadership.	10
b)	What is the meaning of Motivation? Discuss Mc Gregor's Theory X and Theory Y of Motivation.	
(c)	What is Employee Morale? Briefly explain the factors affecting, employee morale.	
Q.4	Answer the following questions (any two)	15
a)	Define the term Human Resource Accounting, Explain the importance of Human Resource Accounting.	13
b)	Write a note on Mentoring.	
( c)	What are the ethical issues in Human Resource Management.	
Q.5 A]	Fill in the blanks by choosing the appropriate options.	05
	i) Team work is objective of HRM.	JJ
	a) Departmental b) Individual c) Organisational	
	d) Societal	
	ii) Interviews are standardised.	
	a)Structured b)Unstructured c) Individual	
	d) All of these	
	iji)helps to introduce newly appointed employees to the existing employees.	
12 CO	a) Selection (b) Placement (c) Induction d) Recruitment	
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300	appraisal involves appraisal by all stakeholders	
	a)360 degree b)180 degree c)90 degree 45 degree	
	v)involve horizontal expansion in job.	
	a)Job Enlargement b)Job Enrichment	
	c) Work Simplification (d) Job Design	

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- B] State whether the following statements are True or False
- Induction Training is given after promotion.
- ii) Job Specification is a summary of personal characteristics required for performing the job
- iii) A grievance may be factual or imaginary.
- iv) Downsizing involves creation of new jobs in an organisation.
- v) Leadership is the ability of a manager to coerce subordinates to work.
- C] Match the following.

## Group A

- 1) Job Design
- 2) Recruitment
- 3) Simulation
- 4) Bureaucratic style Leadership
- 5) Emotional Quotient

## Group B

- a) Government Organisation
- b)Plan of the job to be done
- c) Stimulation to apply for a job
- d) Self awareness
- e)Situation similar to reality is created
- f) Reducing the number of employees
- g) Military Organisations