

	FINAL TERM EXAMINATION SPRING 2006 MGT501 - HUMAN RESOURCE MANAGEMENT (Session - 1)	Marks: 60 Time: 120min
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StudentID/LoginID: _____

Student Name: _____

Center Name/Code: _____

Exam Date: Friday, August 18, 2006

INSTRUCTIONS:

All questions are compulsory.

This exam consists of **15** Multiple Choice Questions (MCQ's), **5** True / False Questions, **5** Fill in the Blanks Questions, **5** Short questions and **2** Descriptive question.

For each MCQ, read the choices available and select the choice which you consider is the correct answer.

You may wish to pace yourself with your own watch, but the Supervisor will be the official timekeeper of the test.

Remember not to spend too much time on any one MCQ. Since all MCQ's carry equal marks, it is important to manage your time and response to test questions effectively.

Failure to comply with the Supervisor's directions will result in your test being cancelled. Please comply with supervisor's directions to avoid any unpleasant event.

For Teacher's use only											
Question Marks	1	2	3	4	5	6	7	8	9	10	Total
Question Marks	11	12	13	14	15	16	17	18	19	20	
Question Marks	21	22	23	24	25	26	27	28	29	30	

Question Marks	31	32									
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Question No: 1 (Marks: 1) - Please choose one

Job posting is:

- ▶ Internal advertisement by an organization to attract candidates from the employees, against a
- ▶ The system of transferring existing employees to comparable new jobs in the
- ▶ An arrangement of in house training of employees for career
- ▶ Grouping together of a family of similar jobs, under a single title to uniformity of standards in controls and

Question No: 2 (Marks: 1) - Please choose one

Lecture method of training is most effective when:

- ▶ Size of the trainee group is not more than
- ▶ Speaker is exceptionally articulate.
- ▶ Speaker uses audiovisual
- ▶ All of the given options.

Question No: 3 (Marks: 1) - Please choose one

Positive discipline:

- ▶ Attempts to integrate the disciplinary process with performance management

system.

- ▶ Necessitates that disciplinary process should be prompt, impersonal and due process.
- ▶ A philosophy of self control and restraint.
- ▶ None of the given

Question No: 4 (Marks: 1) - Please choose one

Relative standard method of Performance appraisal

- ▶ Group order ranking
- ▶ Individual ranking
- ▶ Paired comparison
- ▶ All of the given options.

Question No: 5 (Marks: 1) - Please choose one

Realistic job preview is a:

- ▶ Technique for listing elements of job before selecting someone to perform
- ▶ Performance appraisal technique.

- ▶ A selection device that enables the candidates to learn both the negative positive information about the job and
- ▶ None of the given options.

Question No: 6 (Marks: 1) - Please choose one

Employee performance is a function of the employee's ability to do a job and:

- ▶ The employee's willingness to do the job.
- ▶ Effective communication throughout the
- ▶ The employee's salary.
- ▶ The organization's culture, plus a good work

Question No: 7 (Marks: 1) - Please choose one

Training programs are evaluated in industry

- ▶ They can be evaluated.
- ▶ With downsizing, everything in industry is being
- ▶ Evaluation is a necessary component of establishing training .

- ▶ Employees have the right to comment on the training they

Question No: 8 (Marks: 1) - Please choose one

Effective communication is an important contributor to successful work force diversity because:

- ▶ It lets minority workers know that the company will make every attempt to them equal opportunity in the .
- ▶ It ensures realistic job previews.
- ▶ It helps employees understand how to do their .
- ▶ It helps employees understand the relationship between their efforts and goal

Question No: 9 (Marks: 1) - Please choose one

Human resource management communication programs are designed

- ▶ Keep employees aware about policies and procedures affecting
- ▶ Keep customers informed about policies and programs designed to increase
- ▶ Keep employees updated about policies and programs affecting
- ▶ Keep customers informed about policies affecting

Question No: 10 (Marks: 1) - Please choose one

Glass ceiling refers to:

- ▶ Optimum level, which a minority employee can hopefully reach in his organization.
- ▶ An evidently disability, which arrests an employee's progress in career.
- ▶ One of the "hurdles" which a job applicant should cross for his/her
- ▶ None of the given

Question No: 11 (Marks: 1) - Please choose one

An employee handbook is usually given to a new employee for all the following purposes

- ▶ To give him an overview of Human Resource policies of the organization.
- ▶ To serve as legal and authoritative statement of employee's rights and
- ▶ To provide a glimpse of the organization's structure.
- ▶ To facilitate his adjustment in the organizational

Question No: 12 (Marks: 1) - Please choose one

Attribution theory:

- ▶ Is a theory of performance appraisal regarding supervisor's perception as to controls employee's performance?

- ▶ Is a "Traits" theory of leadership?
- ▶ Is a framework for the identification of suitable executives for top level
- ▶ None of the given options.

Question No: 13 (Marks: 1) - Please choose one

Job Rotation includes all of the following except:

- ▶ Moving employees from position to position within or across functional
- ▶ Attachment with a seasoned senior executive as "Assistant" to
- ▶ Increase in salary and benefits.
- ▶ Nomination to organizations permanent committees or task

Question No: 14 (Marks: 1) - Please choose one

Sensitivity training is also called:

- ▶ T-Groups
- ▶ Apprenticeship

- ▶ Virtual Training
- ▶ Distance Learning

Question No: 15 (Marks: 1) - Please choose one

Max is a Human Resource consultant hired by large manufacturing firm to find out why so new employees were leaving within their first six months of employment. She suggested a orientation program. ?

- ▶ Max probably specializes in orientation program.
- ▶ Orientation helps new employees adapt to their new .
- ▶ Orientation helps to build the applicant
- ▶ Training is necessary first step for all employees.

Question No: 16 (Marks: 1) - Please choose one

In the past few years a large number of employees have realized that ultimately they are responsible for their careers.

- ▶ True
- ▶ False

Question No: 17 (Marks: 1) - Please choose one

Interviewers have a short and inaccurate memory.

▶ True

▶ False

Question No: 18 (Marks: 1) - Please choose one

Fredric W.Taylor, a social philosopher, advocated a people oriented leadership

▶ True

▶ False

Question No: 19 (Marks: 1) - Please choose one

While coaching an employee, a manager should not assume the role of a

▶ True

▶ False

Question No: 20 (Marks: 1) - Please choose one

Organization development is essentially a training technique and possesses all its

▶ True

▶ False

Question No: 21 (Marks: 1)

All individuals and groups that are directly or indirectly affected by an organization's decisions called _____.

Question No: 22 (Marks: 1)

_____ is an arrangement whereby an organization grants a foreign firm the right to intellectual properties such as patents, copyrights, manufacturing processes or trade names specific period of time

Question No: 23 (Marks: 1)

_____ has corporate units that are integrated to operate as one organization in a number of countries.

Question No: 24 (Marks: 1)

_____ is a company procedure that assists a laid-off employee in finding elsewhere.

Question No: 25 (Marks: 1)

A situation in which an employee notifies authorities of wrongdoings in organization is as_____.

Question No: 26 (Marks: 3)

Describe the categories of training objectives.

Question No: 27 (Marks: 3)

Can a selection test be valid without being reliable, why?

Question No: 28 (Marks: 3)

Who is usually considered for early retirement in an organization and why?

Question No: 29 (Marks: 3)

Differentiate between appraisal interview and selection

Question No: 30 (Marks: 3)

Discuss the importance of Maslow's Need Hierarchy in motivating people.

Question No: 31 (Marks: 10)

Job analysis is a basic HRM tool and a starting point to create a job. Discuss in detail.

Question No: 32 (Marks: 10)

How appraisals may be made successful?