

**FIFTH SEMESTER B.Voc. DEGREE EXAMINATION, NOVEMBER 2016****GEC 5HR 13 – HUMAN RESURCE MANAGEMENT****Time : Three Hours****Maximum : 80 Marks****Part A****A. Fill in the blanks.**

1. .... is a technique of training of employees to learn work while working.
2. .... is an external source of recruitment where the candidate send applications for jobs on their own initiative.
3. .... refers to lateral transfer.
4. Introduction of an employee to a new job is called .....
5. .... indicates the specific duties to be performed by the worker.

**B. Multiple Choice.**

6. The technique wherein actual conditions are duplicated which is normally in a specific job.
 

(a) Apprenticeship	(b) Training by supervisors
(c) Vestibule training	(d) Simulation
7. Negative process in Human Resources Management is
 

(a) Recruitment	(b) Placement
(c) Selection	(d) Performance appraisal
8. Any discontent or dissatisfaction whether expressed or not arising out of anything connected with the company that an employee thinks, believes or even feels is unfair, unjust or inequitable.
 

(a) Conflict	(b) Stress
(c) Grievance	(d) None of these
9. A method of human interaction which involves realistic behavior in the imaginary situations.
 

(a) Case studies	(b) Role playing
(c) Programmed instruction	(d) Team discussion
10. Provision of food for the employee comes under
 

(a) Dependent benefit	(b) Medical benefit
(c) Property fringe benefit	(d) Entertainment fringe benefit

(10 x 1 = 10 Marks)

**Turn over**

**Part B**

*Answer any eight questions.  
Each question carries two marks.*

11. What is job enlargement?
12. What is T group training?
13. What is career planning?
14. What do you mean by separation?
15. What is human resource planning?
16. Who are head hunters?
17. What are personality tests?
18. What is a stress interview?
19. What is Taylor's differential piece rate?
20. What is compensation?

(8 x 2 = 16 Marks)

**Part C**

*Answer any six questions.  
Each question carries four marks.*

21. What is the procedure for performance appraisal in an organization?
22. What is the need and importance of training?
23. Which are the external sources of recruitment?
24. Discuss the various stages in selection process?
25. Describe the techniques of executive development?
26. What are the methods of job evaluation?
27. What is the procedure for handling grievance?
28. What are the stages in Career Development Cycle?

(6 x 4 = 24 marks)

**Part D**

*Answer any two questions.  
Each question carries fifteen marks.*

29. Explain the various methods of performance appraisal in an organization?
30. What are the various modes of training?
31. What are the objectives of human resources planning? What are the factors affecting human resource planning?

(2 x 15 = 30 Marks)

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