



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES
2nd SEMESTER (BATCH 2019-21)

CLASS TEST – I
HUMAN RESOURCE MANAGEMENT (18MBA203)

Total Marks : 30

Time: 1½ Hours

I. Short Questions: Answer all

(10x1=10)

1. Define Human Resource Management.
2. State any two good qualities of a good HR manager.
3. Define Job Analysis.
4. Define JD.
5. What are the different types of interviews?
6. What are the benefits of socialization?
7. List out some of techniques of HRP.
8. What is the use of Polygraph test in selection?
9. Define Strategic HRM.
10. What do you mean by Human Resource planning?

II. Short notes: Answer any two

(2x5=10)

1. Explain in Short the evolution of HRM.
2. Explain in short the various sources of recruitment.
3. Differentiate between Personnel Manager and Human Resource Manager.

III. Long Questions: Answer any one

(1x10=10)

1. Explain in detail the various functions of Human Resource Management at work.
2. Describe in the detail the job selection process.

**** ALL THE BEST ****



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

2nd SEMESTER (BATCH 2018-20)

CLASS TEST – I

HUMAN RESOURCE MANAGEMENT (18 MBA 203)

Total Marks : 30

Time: 1½ Hours

I. Short Questions: Answer all

(10x1=10)

1. What do you mean by HR strategy? How is it different from Business strategy?
2. In what way environmental uncertainties influences HRP? Explain with appropriate example.
3. Explain the difference between skill inventory and management inventory.
4. Is internal source of recruitment is always better than external one? Why or why not?
5. What is the use of Delphi technique in HRP?
6. What is use of Markov Analysis in HRP?
7. Is it always recommended for a company to follow multiple methods for job analysis? Justify your answer.
8. Outline the key benefits of having a job description for the employer.
9. Justify the relationship between HRP and recruitment.
10. It is always recommended to go for multiple techniques for supply forecasting of manpower requirement. Give your views.

II. Short notes: Answer any two

(2x5=10)

1. Align HRM objectives with its function
2. HRP model
3. Critics say, “HRM is old wine in new bottle”. Comment your views.

III. Long Questions: Answer any one

(1x10=10)

1. How can appropriate HR strategy be a source of competitive advantages for any organization? Explain this in light of Porter’s Generic Model.
2. What is job analysis? Briefly explain its process. Prepare the job description of a sales executive.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

2nd SEMESTER (BATCH 2017-19)

CLASS TEST - I

Human Resource Management (MNG-206)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

Answer all the questions

[1x10=10]

1. The 3 P's of HRM includes-----, ----- and-----.
2. HRM is a function in an organisation for ----- and -----.
3. ----- the skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or cost to an organization or country.
4. Against each vacant position, the ----- required for the position are mapped and then the employees in the organization with the requisite competencies are tagged.
5. It represents the degree of alignment between HR Strategy and organisational context.
6. Degree of alignment among the components of HR activities.
7. Strategic human resource management is an approach to managing human resources that supports long-term business goals and outcomes with a-----.
8. How to calculate work load analysis?
9. Which table shows the pictorial representations of all organizational jobs, along with the numbers of employees currently occupying those jobs and future employment requirements?
10. ----- expresses the degree to which an organisation is matching its resources and capabilities with the opportunities in the external environment.

Write short notes on any two of the following :

[5x2=10]

1. HR supply forecasting techniques
2. Evolution of HRM
3. Factors affecting HRP

Answer any one of the following :

[10 x 1=10]

1. Define Job Analysis. Discuss various methods of Data Collection for Job Analysis. Briefly explain the importance of Job Analysis.
2. Case Study
Satish was a Sales Manager for Industrial Products Company in City branch. A week ago, he was promoted and shifted to Head Office as Deputy Manager - Product Management for a division of products which he was not very familiar with. Three days ago, the company VP - Mr. George, convened a meeting of all Product Managers. Satish's new boss (Product Manager Ketan) was not able to attend due to some other preoccupation. Hence, the Marketing Director, Preet - asked Satish to attend the meeting as this would give him an exposure into his new role. At the beginning of the meeting, Preet introduced Satish very briefly to the VP. The meeting started with an address from the VP and soon it got into a series of questions from him to every Product Manager. George, of course, was pretty thorough with every single product of the company and he was known to be pushy and a blunt veteran in the

field. Most of the Product Managers were very clear of George's ways of working and had thoroughly prepared for the meeting and were giving to the point answers. George then started with Satish. Satish being new to the product, was quite confused and fared miserably. Preet immediately understood that George had possibly failed to remember that Satish was new to the job. He thought of interrupting George's questioning and giving a discrete reminder that Satish was new. But by that time, George who was pretty upset with the lack of preparation by Satish made a public statement "Gentlemen, you are witnessing here an example of sloppy work and this can't be excused". Now Preet was in two minds - should he interrupt George and tell him that Satish is new in that position OR should he wait till the end of the meeting and tell George privately. Preet chose the second option. Satish was visibly angry at the treatment meted out by George but he also chose to keep mum. George quickly closed the meeting saying that he found in general, lack of planning in the department and asked Preet to stay back in the room for further discussions. Before Preet could give any explanation on Satish, George asked him "Tell me openly, Preet, was I too rough with that boy?" Preet said "Yes, you were. In fact, I was about to remind you that Satish is new to the job". George explained that the fact that Satish was new to the job didn't quite register with him during the meeting. George admitted that he had made a mistake and asked his secretary to get Satish report to the room immediately. A perplexed and uneasy Satish reported to George's room after few minutes. George looking Satish straight into his eyes said " I have done something which I should have never even thought of and I want to apologise to you. It is my mistake that I did not recollect that you were new to the job when I was questioning you". Satish was left speechless. George continued "I would like to state few things clearly to you. Your job is to make sure that people like me and your bosses do not make stupid decisions. We have good confidence in your abilities and that is why we have brought you to the Head Office. For everybody, time is required for learning. I will expect you to know all the nuances of your product in three months' time. Until then you have my complete confidence". George closed the conversation with a big reassuring handshake with Satish.

Questions:

1. Was it at all necessary for George to apologise to such a junior employee like Satish? As an HR man, how would you define the character of George - bullying but later regretting? Does his attitude need to be corrected?



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES
2nd SEMESTER (BATCH 2016-18)

CLASS TEST - I
Human Resource Management (MNG-206)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the questions : **[1 x 10=10]**

1. ----- is typically combined with initial training when you learn the ins and outs of your job.
2. What HPT stands for?
3. The 3 P's of HRM includes-----, ----- and-----
4. Attracting, selecting & appointing suitable candidates for jobs (either permanent or temporary) within an organisation is called -----.
5. HRM is a function in an organisation for ----- and -----.
6. Human resource are the people that an organisation employs to carry out various jobs, tasks and functions in exchange for -----and-----.
7. ----- the skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or cost to an organization or country.
8. ----- and ----- are legal role of HR manager.
9. Equal opportunity and equal pay for equal work are the legal issue not to be violated is a ----- objective of HRM.
10. ----- is the process of reducing the size of a company by shedding staff.

II. Write short notes on any two : **[5 x 2=10]**

1. Describe any five HRM functions.
2. Distinguish between personnel and HRM functions
3. Evolution of HRM

III. Answer any one of the following : **[10 x 1=10]**

1. Define the term HRM? Explain the objectives of HRM.
2. Elucidate the challenges of HR in 21st century.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES
2nd SEMESTER (BATCH 2015-17)

CLASS TEST - I
Human Resource Management (MNG-206)

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Answer all the questions : **[1 x 10=10]**

1. What is HR strategy?
2. What are the societal objectives of HRM with suitable example?
3. How the managerial function 'planning' is related to HRM?
4. What is HRP?
5. Mentioned the three basic task of HR professionals.
6. What is commodity concept of labour?
7. Define managerial and skills Inventory.
8. What is internal mobility?
9. What is horizontal fit and vertical strategic fit?
10. State one objective of HRP.

II. Write short notes on any two : **[5 x 2=10]**

1. Differentiate between personnel management & HRM
2. Factors affecting HRP
3. HRM Process

III. Answer any one of the following : **[10 x 1=10]**

1. What is strategic human resource management and how is it related to a business strategy. Elucidate the process of strategic human resource management with suitable example.
2. Define the term HRM. Discuss the nature and objectives of HRM.
