



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

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|-------------|---------------------------------------|------------------|
| I. | Short Questions: Answer all | (10x1=10) |
| II. | Short notes: Answer any two | (2x5=10) |
| III. | Long Questions: Answer any one | (1x10=10) |



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

2nd SEMESTER (BATCH 2018-20)

CLASS TEST - II

Human Resource Management (18 MBA 203)

Total Marks : 30

Time: 1½ Hours

I. Answer all the questions

[1x10=10]

1. Differentiate between minimum wage, fair wage and living wage.
2. Do you think performance appraisal should be done? Is it worth the cost?
3. Would you design a performance appraisal system based on behavior, outcomes, or both? Why would you design it in this way?
4. What made the IT companies to move from bell curve method of appraisal to feedback based system?
5. Should employee pay amounts be kept a secret? Why or why not?
6. Differentiate between halo and horns effect.
7. What is the use of assessment center?
8. What are the factors that affect the pay structure of an organization?
9. Differentiate between allowances and perquisites.
10. What is the significance of ESOP in executive compensation?

II. Answer in brief on any two of the following :

[5x2=10]

1. You're the owner of a 25- employee company that has just had a fantastic year. Everyone pulled together and worked hard to achieve the boost in company profits. Unfortunately, you need to sink most of those profits into paying your suppliers. All you can afford to give your workers is a 3 percent pay raise across the board. At appraisal time, how would you communicate praise for a job well done coupled with your very limited ability to reward such outstanding performance? Now assume you can afford to hand out some handsome bonuses or raises. What would be the best way to evaluate employees when everyone has done exceptional work?
2. Phillip's model of potential appraisal
3. "Job Evaluation determines the relative worth of job and not of Job-Holder". Examine this statement and explain the nature of job evaluation.

III. Answer any one of the following :

[10 x 1=10]

1. Critically evaluate the role of the performance appraisal as an effective management intervention to improve employee performance. Briefly describe the problems/ errors encountered in performance appraisal.
2. What are the quantitative and non-quantitative techniques of job evaluation? What types of technique would you adopt to evaluate the jobs of engineer (software), marketing officer in a large industry?



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES
2nd SEMESTER (BATCH 2017-19)

CLASS TEST - II
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. Explain simulation training with appropriate example.
2. What do you mean by mid-career crisis?
3. In what way an expatriate is different from a repatriate?
4. How trade union helps the workers in any industry?
5. Differentiate between parent country and host country nationals.
6. According to ----- approach since individuals with different sets of beliefs, attitudes and values constitute the workplace, conflict is inevitable.
7. ----- is the tendency of the evaluator to base judgments on the subordinate's most recent performance because it is most easily recalled.
8. The result of wage and salary surveys; the value of a job in method the labour market is ---
-----.
9. A union that includes many persons working in the same industry regard less of job held is called -----.
10. Each job is combined with other jobs of similar worth into the same classification or pay group is called -----.

II. Write short notes on any two :

[5 x 2=10]

1. Dunlop's approach
2. Stages of Career Planning
3. Types of wages
4. Approaches of IHRM

III. Answer any one of the following :

[10 x 1=10]

1. Distinguish between training and development. 'Training like any other HR function, should be evaluated to determine its effectiveness.' Explain.
2. What are the quantitative and non-quantitative techniques of job evaluation? What types of technique would you adopt to evaluate the jobs of engineer (software), marketing officer in a large industry?



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

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

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. Short Questions (Answer all)

(1x10=10)

1. What is ROI in Training?
2. Explain simulation training with appropriate example.
3. What do you mean by mid-career crisis?
4. Define the term HRO.
5. Differentiate between parent country and host country nationals.
6. "Experts are of the opinion that we must pay the individual and not the job". Comment.
7. Living wage lies between ----- and ----- wages.
8. -----, ----- and retrenchment are important separation procedures initiated by the employer.
9. ----- involves moving employees to various positions in an organisation, whereas ----- is used to identify what the job holder does, how it is done and why it is done.
10. Arbitration can be of two types , ----- and -----.

II. Short notes (Answer any two)

(5x2=10)

1. Krick Patrick training model
2. Dunlop's approach
3. Bases of promotion
4. Employee engagement

III. Long Questions (Answer any one)

(10x1=10)

1. Distinguish between training, development and education. 'Training like any other HR function, should be evaluated to determine its effectiveness.' Explain.
2. Evaluate the role of the different actors of the industrial relations critically. Write an essay on the relevance of different approaches of industrial relations.



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

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

Total Marks : 30

Time: 1½ Hours

(Answer as per the instruction given in each question)

I. FILL IN THE BLANKS (Answer all)

[1 x 10=10]

1. Identifying the source of _____ candidates and _____ them to apply for the job is called recruitment.
2. Strategic HRM concerned with the relation of _____ and _____.
3. A profile of _____ department wise, and offers a snapshot of who will replace if there is a _____ is called replacement chart.
4. Feedback is the process of providing _____ with information about their _____.
5. The act of increasing _____ and _____ of an employee for doing a particular job is called job instruction training.
6. Behaviorally Anchored Rating Scales (BARS) is a relatively new technique which combines the _____ and _____ method.
7. HRM is commonly identified as being a _____ rather than a pluralist approach.
8. A _____ pool is typically defined as a database consisting of profiles of candidates who are actively interested in your organization.
9. The objective of _____ is to ensure the best fit between employees and jobs, while avoiding manpower shortages or surpluses.
10. Two differing, but not mutually exclusive approaches to HRM have been labelled as _____ HRM and _____ HRM.

II. SHORT QUESTIONS (Answer any two)

[5 x 2=10]

1. Employee Engagement
2. Errors in performance Appraisal
3. HR outsourcing

III. LONG QUESTIONS (Answer any one)

[10 x 1=10]

1. What is performance appraisal? Explain the modern methods performance appraisal adopted by organization to assess the performance of its employees.
2. What are the Factors influencing industrial relations? Discuss the various Approaches to Industrial relation.

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

CLASS TEST
Human Resource Management (MNG-206)

Total Marks: 30

Time: 30 mints

(Answer as per the instruction given in each question)

FILL IN THE BLANKS (Answer all)

[1 x 10=10]

1. Identifying the source of _____ candidates and _____ them to apply for the job is called recruitment.
2. Strategic HRM concerned with the relation of _____ and _____.
3. A profile of _____ department wise, and offers a snapshot of who will replace if there is a _____ is called replacement chart.
4. Feedback is the process of providing _____ with information about their _____.
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8. A _____ pool is typically defined as a database consisting of profiles of candidates who are actively interested in your organization.
9. The objective of _____ is to ensure the best fit between employees and jobs, while avoiding manpower shortages or surpluses.
10. Two differing, but not mutually exclusive approaches to HRM have been labelled as _____ HRM and _____ HRM.

LONG QUESTIONS (Answer any two)

[10 x 2=20]

1. Write short notes on Talent Management, HR Outsourcing, and Organizational Citizenship Behavior.
2. Differentiate between training, development and education. Discuss on-the job training.
3. Discuss the errors in performance appraisal system.