

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May 2020

Course: Human Resource Management

Semester: 6

Program: BBA(AVO)

Time: 03 hrs.

Course Code: HRES 3001

Max. Marks: 100

SECTION A

(Attempt all questions)

S. No.		Marks	CO
Q 1	Multiple Choice Questions	30	CO1
i	Which of the following are tools for forecasting personnel needs (A) Replacement charts (B) Recruitment & selection] (C) Work Study (D) All of the above	5	
ii	Which one of the following is team-based pay for performance plans ? (A) Scalon Plan (B) Halsey Premium Plan (C) Rowan Premium Plan (D) Merrick's multiple piece rate plan	5	
iii	Which one of the following is not Human Resource requirement estimation method? (A) Regression Analysis (B) Ratio Analysis (C) Top-down Approach (D) All of the above	5	

iv	Which of the following methods are used for competency mapping? A) Critical Incidents Technique (B) Forced Distribution method (C) Both (A) and (B) (D) None of the above	5	
v	What are the benefits of knowledge management? A) Share best practices (B) allows firms to concentrate resources on their "core" business activities (C) Succession Planning (D) All of the above	5	
vi	Inefficient worker is penalized in which of the following incentive schemes A) Taylor's Differential Piece Rate System (B) Rowan Premium Plan (C) Scanlon's Plan (D) None of the above	5	

SECTION B

	(Attempt any five question)	50	
Q2	Explain various external recruitment methods.	10	CO1
Q3	What is the liability of an employer under the maternity Act? What are the advantages for women in the act?	10	CO2
Q4	What is the objective and scope of HRM in modern times?	10	CO2
Q5	What are the advantages of competency based selection system? What methods you would use to do competency mapping?	10	CO1
Q6	What are the initiatives organizations are adopting of career planning?	10	C03
Q7	Discuss the advantages and disadvantages of "forced distribution method" as a technique for evaluating performance of employees.	10	C03

SECTION-C

	(Attempt all questions)	20	
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Q 8	<p>Ajay Sharma been employed for six months in the accounts section of a large manufacturing company in Faridabad. You have been his supervisor for the past three months. Recently you have been asked by the management to find out the contribution of each employee in the accounts section and monitor carefully, whether they are meeting the standards set by you.</p> <p>A few days back you have completed your formal investigation and with the exception of Ajay, all seem to be meeting the targets set by you. A long with numerous errors, Ajay's work is characterized by low performance-often he does 20 percent less than the other clerks in the department. As you look into Ajay's performance review sheets again, you begin to wonder whether some sort of remedial training is needed for people like him.</p> <p>Questions:</p> <p>(i) As Ajay's Supervisor, how can you find out whether the poor performance is due to poor training or to some other cause?</p> <p>(ii) If you find Ajay has been inadequately trained, how do you go about introducing a remedial training program?</p>		CO4
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