

DR. BABASAHEB AMBEDKAR TECHNOLOGICAL UNIVERSITY, LONERE

Regular & Supplementary Examination – Winter 2024

Course: B. Tech. Branch: Mechanical Engineering/ Mechanical Engg Sandwich & Allied

Subject Code & Name: BTMOE505C-Human Resources Management

Semester: V

Max Marks: 60

Date:22/02/2025

Duration: 3 Hr.

Instructions to the Students:

1. Each question carries 12 marks.
2. Question No. 1 is compulsory and include objective-type questions.
3. Candidates are required to attempt any four questions from Question No. 2 to Question No. 6.
4. The level of question/expected answer as per OBE or the Course Outcome (CO) on which the question is based is mentioned in ( ) in front of the question.
5. Use of non-programmable scientific calculators is allowed.
6. Assume suitable data wherever necessary and mention it clearly.

	(Level/CO)	Marks
<b>Q. 1 Objective type questions. (Compulsory Question)</b>		<b>12</b>
1 Which of the following influences human resources management? a. Government regulations, , policies    b. Government policies    c. labor laws    d. All of these	CO1	1
2 Planning is a process by which _____ a. manager select, train, promote their staff    b. a manager anticipates the future    c. manager achieve harmony of individual efforts    d. manager monitor program activities	CO1	1
3 The process of familiarizing the new employees to the organisation rules and regulations is known as _____ a. Placement    b. Induction    c. Recruitment    d. Selection	CO2	1
4 Basic managerial functions of HRM are _____ a. Planning, organising, staffing    b. Planning, organising and co-ordinating    c. Planning, organising, directing and controlling    d. None of these	CO2	1
5 ----- is the process of imparting or increasing knowledge or skill of an employee to do a particular job.☐ a. Training    b. Development    c. Motivation    d. Leadership	CO3	1
6 As per Maslow's hierarchy of needs, individuals are motivated by fulfilling which of the following basic needs? a. Physiological needs    b. Safety needs    c. Esteem needs    d. All of these	CO3	1
7 As per Herzberg's two-factor theory, job factors are divided into two categories: hygiene factors and _____ a. Safety needs    b. Esteem needs    c. motivators    d. None of these	CO4	1
8 .....is a factual statement of tasks & duties involved in a job.	CO4	1

	a. Job description	b. Job specification	c. Job Analysis	d. Job evaluation		
9	The term _____ refers to the regular review of an employee's job performance and overall contribution to a company.				CO4	1
	a. Motivation	b. performance appraisal	c. Leadership	d. All of these		
10	Expectancy theory posits that individuals choose to engage in certain behaviors based on the _____				CO5	1
	a. Leadership	b. Recruitment	c. expected outcomes	d. None of these		
11	Compensation administration is the process of managing a company's _____				CO5	1
	a. Motivation	b. compensation program	c. Esteem needs	d. All of these		
12	_____ is a process where employees negotiate with their employers through unions to determine their employment terms.				CO5	1
	a. Recruitment	b. Leadership	c. Collective bargaining	d. None of these		
<b>Q. 2</b>	<b>Solve the following.</b>					<b>12</b>
<b>A)</b>	Explain the concept of Human Resources Management.				CO1	6
<b>B)</b>	Explain the different recruitment sources in the organization.				CO1	6
<b>Q.3</b>	<b>Solve the following.</b>					<b>12</b>
<b>A)</b>	Explain the different training methods.				CO2	6
<b>B)</b>	Explain the concept of career, and the value of effective career development				CO2	6
<b>Q. 4</b>	<b>Solve Any Two of the following.</b>					<b>12</b>
<b>A)</b>	Explain the Maslow's hierarchy of needs theory of motivation.				CO3	6
<b>B)</b>	What are the new trends in work scheduling?				CO3	6
<b>C)</b>	Explain the performance appraisal and expectancy theory.				CO3	6
<b>Q.5</b>	<b>Write Short Notes on Any Two of the following.</b>					<b>12</b>
<b>A)</b>	Performance appraisal				CO4	6
<b>B)</b>	Criteria for rewards				CO4	6
<b>C)</b>	Concept of Discipline				CO4	6
<b>Q. 6</b>	<b>Write Short Notes on Any Two of the following.</b>					<b>12</b>
<b>A)</b>	Collective Bargaining				CO5	6
<b>B)</b>	Types of research in HRM				CO5	6
<b>C)</b>	Safety and Health of Employees				CO5	6
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