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National Testing Agency

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MS 2 Management of Human Resources

Group Number :	1
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Is this Group for Examiner? :	No

MS 2 Management of Human Resources-1

Section Id :	512452839
Section Number :	1
Section type :	Online
Mandatory or Optional :	Mandatory

Number of Questions :	20
Number of Questions to be attempted :	20
Section Marks :	20
Mark As Answered Required? :	Yes
Sub-Section Number :	1
Sub-Section Id :	512452910
Question Shuffling Allowed :	Yes

Question Number : 1 Question Id : 51245215136 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is not a content of job analysis?

1. characteristics of job
2. what worker does and what material and equipment is required
3. personnel attributes
4. workers' preference to job

Options :

- 51245247993. 1
- 51245247994. 2
- 51245247995. 3
- 51245247996. 4

Question Number : 2 Question Id : 51245215137 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

"Behavioural Concept" of HRM can be defined as:

1. Punishing the undesired behaviour of workforce
2. Rewarding the desirable behaviour of workforce
3. Analysing, understanding, revising, and maintaining desired human behaviour within organization
4. Focusing on psychological health of the workforce

Options :

51245247997. 1

51245247998. 2

51245247999. 3

51245248000. 4

Question Number : 3 Question Id : 51245215138 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Strategic Human resource management refers to:

1. Future outlook of Human resource planning
2. Conservative approach of HRM
3. Planned and systematic HRM with an aim to achieve objectives
4. Strategizing organizational policies according to HR planning

Options :

51245248001. 1

51245248002. 2

51245248003. 3

51245248004. 4

Question Number : 4 Question Id : 51245215139 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Job Description implies :

1. Identification of the qualities required in the job holder.
2. Performance of job in a methodical way
3. Laying down systematically the duties and responsibilities of the job
4. Determination of the performance standards of the job

Options :

51245248005. 1

51245248006. 2

51245248007. 3

51245248008. 4

Question Number : 5 Question Id : 51245215140 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is not objective of Human resource planning?

1. Optimum utilization of human resources
2. Identifying redundancy
3. Ensuring sales maximization
4. Human resource development

Options :

- 51245248009. 1
- 51245248010. 2
- 51245248011. 3
- 51245248012. 4

Question Number : 6 Question Id : 51245215141 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is disadvantage of external source of recruitment?

1. Non-acceptance of new entry by existing staff
2. Increased number of prospective candidates
3. New and talented staff
4. Advantage of having diversity among staff

Options :

- 51245248013. 1
- 51245248014. 2
- 51245248015. 3
- 51245248016. 4

Question Number : 7 Question Id : 51245215142 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not third-party method of recruitment?

1. Campus placement
2. State employment agency
3. Private employment agency
4. Executive search agency

Options :

- 51245248017. 1
- 51245248018. 2
- 51245248019. 3
- 51245248020. 4

Question Number : 8 Question Id : 51245215143 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a type of interview?

1. formal and informal interview
2. Planned and Patterned interview
3. Stress and Depth interview
4. Scientific interview

Options :

- 51245248021. 1
- 51245248022. 2
- 51245248023. 3
- 51245248024. 4

Question Number : 9 Question Id : 51245215144 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Introducing and integrating the new employees within the culture of an organization is called as:

1. Induction
2. Orientation
3. Socialization
4. Placement

Options :

- 51245248025. 1
- 51245248026. 2
- 51245248027. 3
- 51245248028. 4

Question Number : 10 Question Id : 51245215145 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The assessment center technique was first initiated by:

1. Boston Consulting group
2. Thomas Assessment Pvt ltd.
3. American Telephone and Telegraph Company
4. International Personnel Management Association

Options :

- 51245248029. 1
- 51245248030. 2
- 51245248031. 3
- 51245248032. 4

Question Number : 11 Question Id : 51245215146 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is management by objectives?

1. Improving performance by clearly defining the objectives of an organization
2. Managing the objectives
3. Focusing on organizational strategies and policies
4. Setting the objectives by management

Options :

- 51245248033. 1
- 51245248034. 2
- 51245248035. 3
- 51245248036. 4

Question Number : 12 Question Id : 51245215147 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is the meaning of career path?

1. Plan that an individual has in his mind to achieve in his life
2. Opportunities for growth in the organization
3. Expectation held by an employee related to his career in the organization
4. Time duration within which an employee covers his entire journey of employment within the organization

Options :

- 51245248037. 1
- 51245248038. 2
- 51245248039. 3
- 51245248040. 4

Question Number : 13 Question Id : 51245215148 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which is best method of HR Audit when HR department is decentralized?

1. Conducting at corporate headquarters
2. Conducted by consultants
3. Conducted by audit team
4. Conducted by staff at all level

Options :

- 51245248041. 1
- 51245248042. 2
- 51245248043. 3
- 51245248044. 4

Question Number : 14 Question Id : 51245215149 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What type of information does not flow in downward communication?

1. Routine information diffusion
2. Procedural information
3. Experience sharing
4. Feedback of individual performance

Options :

- 51245248045. 1
- 51245248046. 2
- 51245248047. 3
- 51245248048. 4

Question Number : 15 Question Id : 51245215150 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The formal and systematic method of modifying behaviour at work is called__

1. Induction
2. Orientation
3. Training
4. Instruction

Options :

51245248049. 1
51245248050. 2
51245248051. 3
51245248052. 4

Question Number : 16 Question Id : 51245215151 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In which year was the Minimum Wages Bill introduced in the Central Legislature?

1. 1947
2. 1946
3. 1948
4. 1949

Options :

51245248053. 1
51245248054. 2
51245248055. 3
51245248056. 4

Question Number : 17 Question Id : 51245215152 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When was the Committee on Fair Wage set up by Ministry of Labour & Employment?

1. 1948
2. 1946
3. 1951
4. 1949

Options :

- 51245248057. 1
- 51245248058. 2
- 51245248059. 3
- 51245248060. 4

Question Number : 18 Question Id : 51245215153 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is a stock option?

1. Giving company stocks as rewards to employees
2. Right to purchase specific number of shares at specific price at particular point
3. Issuing share to employee free of cost as bonus
4. Special dividends to employees holding shares

Options :

- 51245248061. 1
- 51245248062. 2
- 51245248063. 3
- 51245248064. 4

Question Number : 19 Question Id : 51245215154 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The dispute between employer and employee or employee and employee or employer and employer under ambit of employment is called__

1. Industrial dispute
2. Employment dispute
3. Employee relation
4. Labor dispute

Options :

- 51245248065. 1
- 51245248066. 2
- 51245248067. 3
- 51245248068. 4

Question Number : 20 Question Id : 51245215155 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

All India Railwaymen's Federation was established in which year?

1. 1929
2. 1930
3. 1948
4. 1952

Options :

- 51245248069. 1
- 51245248070. 2
- 51245248071. 3
- 51245248072. 4

MS 2 Management of Human Resources-2

Section Id :

512452840

Section Number :

2

Section type :	Offline
Mandatory or Optional :	Mandatory
Number of Questions :	10
Number of Questions to be attempted :	10
Section Marks :	30
Mark As Answered Required? :	Yes
Sub-Section Number :	1
Sub-Section Id :	512452911
Question Shuffling Allowed :	No

Question Number : 21 Question Id : 51245215156 Question Type : SUBJECTIVE

Correct Marks : 3

Explain the strategic perspective on HRM.

Question Number : 22 Question Id : 51245215157 Question Type : SUBJECTIVE

Correct Marks : 3

What are the levels of human resource planning?

Question Number : 23 Question Id : 51245215158 Question Type : SUBJECTIVE

Correct Marks : 3

What is organisational socialisation?

Question Number : 24 Question Id : 51245215159 Question Type : SUBJECTIVE

Correct Marks : 3

Discuss the benefits of performance appraisal.

Question Number : 25 Question Id : 51245215160 Question Type : SUBJECTIVE

Correct Marks : 3

Write a short note on human resources research.

Question Number : 26 Question Id : 51245215161 Question Type : SUBJECTIVE

Correct Marks : 3

What is the need for HRD?

Question Number : 27 Question Id : 51245215162 Question Type : SUBJECTIVE

Correct Marks : 3

Enlist different types of conditions for effective coaching.

Question Number : 28 Question Id : 51245215163 Question Type : SUBJECTIVE

Correct Marks : 3

What is the object of the Payment of Wages Act, 1936?

Question Number : 29 Question Id : 51245215164 Question Type : SUBJECTIVE

Correct Marks : 3

Define merit pay.

Question Number : 30 Question Id : 51245215165 Question Type : SUBJECTIVE

Correct Marks : 3

What are the functions of trade unions?

MS 2 Management of Human Resources-3

Section Id :	512452841
Section Number :	3
Section type :	Offline
Mandatory or Optional :	Mandatory
Number of Questions :	7
Number of Questions to be attempted :	5
Section Marks :	50
Mark As Answered Required? :	Yes
Sub-Section Number :	1
Sub-Section Id :	512452912
Question Shuffling Allowed :	No

Question Number : 31 Question Id : 51245215166 Question Type : SUBJECTIVE

Correct Marks : 10

Trace the evolution of HRM.

Question Number : 32 Question Id : 51245215167 Question Type : SUBJECTIVE

Correct Marks : 10

Explain various types of tests used in selection.

Question Number : 33 Question Id : 51245215168 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the concept of "competency mapping".

Question Number : 34 Question Id : 51245215169 Question Type : SUBJECTIVE

Correct Marks : 10

Write down different approaches to team development with illustrations.

Question Number : 35 Question Id : 51245215170 Question Type : SUBJECTIVE

Correct Marks : 10

What are the statutory social security benefits available for workers in India.

Question Number : 36 Question Id : 51245215171 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the form of worker's participation in management in Germany.

Question Number : 37 Question Id : 51245215172 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the salient features of job analysis.