

Mid-West University
Examinations Management Office
Surkhet, Nepal
End-Semester Examination-2080
Master of Business Studies (MBS)
Semester - I

Subject: Human Resource Management

Course Code: MGMT 514

Full Marks: 60 Pass Marks: 30

Time: 3: 00 Hours

You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.

SECTION A: CRITICAL THINKING QUESTIONS (10 X 1 = 10 MARKS)

Answer ALL the questions:

1. Write the meaning of human resource management.
2. State the different things to be included in job specification.
3. Mention the meaning of job analysis.
4. Write any two reasons behind employees' joining a union.
5. What is psychological testing?
6. Give the concept of collective bargaining.
7. Write any two causes of employee absenteeism.
8. State the meaning of reward.
9. Why is employee orientation necessary?
10. Give any two causes of employee turnover.

SECTION B: SHORT ANSWER QUESTIONS (3 X 8 = 24 MARKS)

Answer any THREE questions:

11. 'Managing human resource is a complex and challenging job.' In the light of this statement, explain the functions of human resource management. [8]
12. 'Training is the act of increasing knowledge, expanding skills and changing attitudes of an employee for doing a particular job.' In the context of the given statement, explain the methods of employee training. [8]
13. What do you mean by wages? Briefly, explain the different level of wages. [2+6]
14. 'Choosing employees to hire is necessary in all organizations and the quality of choice often affects organization for decades.' In reference with this statement, discuss the selection process that you would consider while selecting new employees. [8]
15. What is performance evaluation? Briefly, explain the process of performance evaluation. [2+6]

SECTION C: LONG ANSWER QUESTIONS (2 X 13 = 26 MARKS)

Answer any TWO questions:

16. Human resource planning is one of the essential management tools to ensure that the organization has the right number and right kinds of people at right place and right time. In reference with this statement, give the meaning and steps involved in human resource planning to make it more effective. [3+10]
17. What do you mean by job evaluation? Briefly, describe the objectives and methods of job evaluation. [2+6+5]
18. Labour disputes are the common phenomenon in developing countries. In the perspective of the given statement, discuss the major causes of disputes and the methods of settlement of such disputes in organizations. [7+6]

THE END