

Indian Maritime University
(A Central University, Govt of India)
End Semester Examinations – June 2025
Programme Name: BBA (Maritime Logistics)
Semester: IV
Subject Code: UG32T1401
Subject Name: Human Resource Management

Date: 30.05.2025

Max Marks: 70

Duration: 03 Hrs

Pass Marks: 35

General Instructions

- (i) All Sections (A, B & C) are to be attempted.
- (ii) Options, if any, are specified in respective section.

SECTION – A

(10 x 01= 10 Marks)

ANSWER ALL OF THE FOLLOWING QUESTIONS

1. Which of the following is most likely a line function of the human resource manager?
 - a. Directing the activities of subordinates in the HR department
 - b. Ensuring that line managers are implementing HR policies
 - c. Advising top managers about how to implement EEO laws
 - d. Representing the interests of employees to senior management

2. Which of the following terms refers to the procedure used to determine the duties associated with job positions and the characteristics of the people to hire for those positions?
 - a. Job description
 - b. Job specification
 - c. Job analysis
 - d. Job context

3. _____ means assigning workers additional same-level activities.
 - a. Job Enrichment
 - b. Job Enlargement
 - c. Job Assignment
 - d. Job Rotation

4. Which of the following terms refers to the consistency of scores obtained by the same person when retested with alternate forms of the same test?
- a. Equivalency
 - b. Reliability
 - c. Expectancy
 - d. Validity
5. A negative aspect of promotion from within is _____
- a. Lower morale
 - b. Employee dissatisfaction
 - c. Employee turnover
 - d. Idea stagnation
6. Which performance appraisal technique lists traits and a range of performance values for each trait?
- a. Behaviorally anchored rating scale
 - b. Forced distribution
 - c. Graphic rating scale
 - d. Critical incident
7. Which of the following terms refers to a systematic comparison done in order to determine the worth of one job relative to another?
- a. Job evaluation
 - b. Job design
 - c. Job description
 - d. Job classification
8. Role playing is often used to _____
- a. Model behaviour
 - b. Learn skills
 - c. Change results
 - d. Change attitudes
9. Which of the following is not a forms of grievance?
- a. Factual grievance
 - b. Imaginary grievance
 - c. Disguised grievance
 - d. None of the above
10. The "Red Hot Stove Rule" in discipline was proposed by _____
- a. Douglas McGregor
 - b. David McClelland
 - c. Frederick W. Taylor
 - d. Henri Fayol

SECTION – B

(05 x 02= 10 Marks)

ANSWER ALL OF THE FOLLOWING QUESTIONS

11. What is Geocentric approach?
12. Write a short note on job description.
13. What is meant by 'transfer' in HRM?
14. Describe vestibule training.
15. Explain the concept of grievance.

SECTION – C

(05 x 10= 50 Marks)

ANSWER ANY FIVE OUT OF SEVEN OF THE FOLLOWING QUESTIONS

16. Explain different roles played by HR managers in today's business world.
17. Outline the steps involved in the human resource planning process.
18. Describe various pitfalls inherent in performance appraisal.
19. What are the objectives of career planning? Explain the steps involved in career planning process.
20. Explain different methods of job evaluation and List out the advantages and disadvantages of each method?
21. Discuss the causes of stress and explain the consequences of stress on employee performance.
22. Define the term 'Discipline'. And explain the types of disciplinary actions taken against acts of indiscipline by an employee.
