

Indian Maritime University
(A Central University, Govt. of India)
Supplementary Examinations – March/April 2025
Programme Name: BBA (Maritime Logistics)
Semester: Fourth
Subject Code: UG32T1401
Subject Name: Human Resource Management

Date: 25.03.2025	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. Since human resources is important to all managers, which is not a personnel mistake a manager wants to avoid making while managing?
 - a) waste time with useless interviews
 - b) experience low turnover
 - c) hire the wrong person
 - d) have your people not doing their best

2. In most organizations, human resource managers are categorized as _____, who assist and advise _____ in areas like recruiting, hiring, and compensation.
 - a) staff managers; line managers
 - b) line managers; middle managers
 - c) line managers; staff managers
 - d) functional managers; staff managers

3. A good source of hiring technical staff would be _____
 - a) private search firm
 - b) employment exchange
 - c) vocational school
 - d) professional association

4. _____ will indicate the programmes for transferring or retraining existing employees for new jobs.
- a) Redundancy plan
 - b) Retention plan
 - c) Training plan
 - d) Redeployment plan
5. An advantage of Management by objectives (MBO) is _____
- a) avoids central tendency and biases
 - b) provides behavioral anchors
 - c) jointly agreed performance objectives
 - d) ongoing basis evaluation
6. Which of the following terms refers to the lifelong series of activities that contribute to a person's career exploration, establishment, success, and fulfilment?
- a) Performance management
 - b) Career development
 - c) Career management
 - d) Career planning
7. Learning principles include all but _____
- a) Participation
 - b) Feedback
 - c) Repetition
 - d) Repatriation
8. Which of the following method of management development programme helps the managers to develop interpersonal skills?
- a) Role play
 - b) Case study
 - c) Understudy
 - d) Job Rotation
9. According to "The Hot Stove Rule" propounded by Douglas McGregor, a sound disciplinary system in an organization does not includes _____.
- a) advance warning
 - b) immediacy of action
 - c) immediacy in retrenchment
 - d) impersonal

10. _____ is defined as the total depletion of physical and mental resources caused by excessive striving to reach an unrealistic work-related goal.
- a) Depression
 - b) Anxiety
 - c) Job stress
 - d) Burnout

SECTION – B

(05 x 02= 10 Marks)

ANSWER ALL OF THE FOLLOWING QUESTIONS

- 11. What is Human Resource Management?
- 12. Define Human resource planning.
- 13. Write a short note on job rotation.
- 14. Explain the term 'Fringe benefits'.
- 15. What do you mean by dismissal?

SECTION – C

(05 x 10= 50 Marks)

ANSWER ANY FIVE OUT OF SEVEN OF THE FOLLOWING QUESTIONS

- 16. Discuss various factors affecting International Human Resource Management.
- 17. Critically examine the use of Job analysis in managing the human resource in the organisation.
- 18. Describe the sequence of typical selection process followed while selecting a candidate for a job in an organisation.
- 19. Explain the objectives and the process of performance appraisal.
- 20. Discuss in detail various methods of employee training with examples.
- 21. Explain the advantages and limitation of job evaluation as a basis for fixing and revising wages and salaries.
- 22. What are the causes of grievances at workplace? Explain the essential prerequisites of grievance procedure.
