

Indian Maritime University
(A Central University-Government of India)
END SEMESTER EXAMINATIONS -JUNE/2022

B. Sc Nautical Science

Semester - VI

UG21T4605

HUMAN RESOURCE MANAGEMENT, DEVELOPMENT & LEADERSHIP

Date : 08.06.2022

MAXIMUM MARKS : 70

Duration : 3 hrs

PASS MARKS : 35

Part A – 10 MCQs (10 X 01 Mark)

(1) The subject matter of Personnel Management is:

- 1) Profit
- 2) Capital investment
- 3) Human being
- 4) Wages and Incentives
- 5) None of the above.

(2) Which of the following is the purpose of Recruitment:

- 1) Make sure that there is a match between Cost and Benefit;
- 2) Help increase the success rate of the selection process by reducing the members of visibly under qualified or over qualified job applicants;
- 3) Help the organization create more culturally diverse work force;
- 4) None of the above.

(3) Ravi Malhotra works hard to get the IMU best Cadet Award at the end of the Course. What type of motivation is this:

- 1) Internal
- 2) External
- 3) Both internal and External
- 4) Not any specific type of motivation.

(4) Indian insight in Managing self does not include one of the followings. Identify.

- 1) Keeping away from attachments, fear and anger;
- 2) Practicing karma Yoga in Life;
- 3) Maintaining equanimity of mind against the pair of opposites, such as - pain & pleasure; Gain & Loss;
- 4) Maintaining self centred and micro vision in life.

(5) Inter personal Communication has another name. It is:

- 1) Face to Face public Communication;
- 2) Mass Communication;
- 3) Dyadic Communication;
- 4) Virtual reality Communication.

(6) What is the distance vision requirements for Deck Officers:

- 1) Vision should be 6/6 in better eye and minimum 6/9 in the other eye;
- 2) Vision should be 6/12 in each eye or 6/9 in better eye and 6/18 in the other eye;
- 3) Vision should be 6/12 in better eye and 6/6 in other eye;
- 4) Vision should be 6/9 in better eye and 6/6 in the other eye.

(7) Identify the duty of Bosun, which was discontinued after Ships were fitted with Computers, GPS and other technologies:

- 1) He has to ensure that the lowermost workers are effective in their duties;
- 2) He is involved in Planning, scheduling and assigning of work to the deck crew;
- 3) He is required to have technical know how about Ship's Geographic positioning;
- 4) Maintaining the Deck of the Ship.

(8) Mental Gymnastic involve:

- 1) Using inventive, complex arguments often to justify lack of skill;
- 2) Using arguments often to justify skill;
- 3) Communicating with force;
- 4) Communicating in simple language, understood by most.

(9) Epistemic Relativism means :

- 1) Truth itself is relative;
- 2) Knowledge is valid only relatively to specific culture, society, context;
- 3) Moral judgement is true or false only, relative to some particular stand point;
- 4) Different culture view the world through conceptual schemes that cannot be reconciled.

(10) Section 95 of M.S.Act-1958, details business of Seamen's Employment Offices. Find the function, which is not stated under the said provisions.

- 1) To issue Licence, regulate and control recruitment and placement;
- 2) To charge only the stipulated minimum fees/ charges for recruitment;
- 3) To maintain Registers of Seamen;
- 4) To perform such other duties relating to seamen under the Act.

Part B – 5 Short Questions (05 X 02 Marks)

(11) Explain Human Relations and State 4 Common Relationship problems.

(12) Explain Situational Awareness and outline 4 Factors affecting Situational Awareness.

(13) Discuss 4 Modern Personnel Management Functions.

(14) Explain Work ethics with any 2 example and State 4 ways to develop strong work ethics.

(15) What is Team Bonding and state any 4 key elements in Managing teams.

Part C – 7 Long Questions-Answer Any 5 (05 X 10 Marks)

(16 A) 1) Explain the meaning of Selection?

2) State the Objective of Selection.

3) Outline the steps involved in scientific selection process.

(16 B) What is Performance Appraisal System? Discuss the following Methods.

1) Ranking system;

2) Forced choice Method;

3) 360 degree Appraisal;

4) Paired comparison method.

(17 A) 1) Explain Managing Self ?

2) State 2 examples of Managing self.

3) Outline it's imperatives ?

(17 B) Explain Ethical Dilemma. State 4 ways to deal with ethical dilemma.

(18 A) 1) What are the Organizational Barriers to Communication?

2) Why Organizational Communication is important?

3) State the types of Organizational Communication.

(18 B) 1) Explain Maritime Resource Management?

2) State 4 importance of Maritime Resource Management.

19 A(1). Discuss Herzberg's Motivation-Hygiene Theory and State 4 Limitations of the theory.

(19 B 1) What is Team Spirit? State 8 importance of Team spirit onboard ship.

20 A 1) Discuss the duties and responsibilities of Deck Cadet in day to day operations.

20 B 1) What are the duties and responsibilities of Chief Officer.

21 A 1) What is depression? State 8 common factors causing depression.

21 B 1) What is Accident proneness?

2) What are the causes of Accident proneness?.

22 A 1) List any five clauses under General Content of Agreement (Article of Agreement) (Indian Ships).

22 B 1) What is Relativism? Discuss types of Relativism.