**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING), 2024**

**DIPHRD/DHR 103: FOUNDATION OF HUMAN RESOURCE MANAGEMENT**

***Total Marks: 70 marks*** ***Time: 3 hours***

*The figures in the right-hand margin indicate marks for the individual question.*

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1.Fill in the blanks –

a) Compensation is of two types. They are \_\_\_\_\_\_\_\_ compensation and \_\_\_\_\_\_\_\_ compensation. **2**

b) The Payment of Wages Act was established on\_\_\_\_\_\_\_\_. **1**

c) Ant three methods of performance appraisal are \_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_. **3**

d) HCN means\_\_\_\_\_\_\_\_\_\_\_\_. **1**

e) 360-degree performance appraisal was first used by\_\_\_\_\_\_\_\_\_. **1**

f) Examples of simulation methods are \_\_\_\_\_\_\_ and\_\_\_\_\_\_\_\_\_\_. **2**

2. Write short answers: **5x6=30**

1. What do you mean by collective bargaining? Give two examples.
2. Write at least five differences between personnel management and human resource management.
3. What is meant by Job Evaluation? Give at least three uses.
4. Prepare a recruitment advertisement for hiring of a HR trainee for an organization known to you.
5. Mention five purposes of training and development.
6. What do you mean by geocentric staffing model? Give two examples.

3. a) What do you mean by strategic human resource management? Explain in detail the activities under strategic human resource management. **10**

OR

b) Describe the process of Performance Appraisal.

4. Describe the Human resource planning process.  **10**

5. Explain the various sources of Recruitment in detail. **10**

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