

**MA SOCIOLOGY**  
**Third Semester**  
**HUMAN RESOURCE DEVELOPMENT**  
**(MSO - 305 C)**

**Duration: 3Hrs.**

**Full Marks: 70**

Part-A (Objective) =20  
Part-B (Descriptive) =50

**(PART-B: Descriptive)**

**Duration: 2 hrs. 40 mins**

**Marks: 50**

**Answer any *four* from *Question no. 2 to 8*  
*Question no. 1* is compulsory.**

1. Define Human Resource Management and explain its nature. (10)
2. What are the objectives that human resource management seeks to achieve in an organisation? (10)
3. What are the objectives of employee training? Explain the need for training in modern industry. (10)
4. Different types of personnel will require different training programmes. Explain. (10)
5. Discuss the problems in human resource planning. How can these problems be tackled successfully? (10)
6. "Selection is one of the most important of all function in the management of personal" Discuss. (10)
7. Define job evaluation. How does it differ from job analysis and performance appraisal? (10)
8. What do you understand by MBO? Discuss its process, advantages and limitations. (10)

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**MA SOCIOLOGY**  
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**Duration: 20 minutes**

**Marks – 20**

**(PART A - Objective Type)**

**I. Answer the following:**

**1×20=20**

1. "Human Resource Management is a basic management functions to all levels and types of management" who said?  
a) Denyer                      b) Dale Yoder                      c) Edwin B. Flippo
2. How many categories are involved in the Human Resource Management?  
a) Two categories      b) Three categories      c) Four categories
3. "Manpower planning is the process of determining manpower requirements and the means for meeting these requirements in order to carry out the integrated plans of the organisations" whose comment is this?  
a) Thomas H. Patten              b) Coleman Bruce              c) Alfred Marshall
4. Thomas H. Patten defined three of factors affecting manpower planning. These are  
a) Occupation                      b) Qualification and other is .....
5. Do you think that human qualities and experience are needed to the job?              Yes/No
6. The most important function of selection for the job.  
a) Job specification              b) Job analysis              c) .....
7. The project education method of teaching associated with.  
a) Rousseau                      b) Froebel                      c) Deurcy
8. How many Indian Institutes of Management (IIM) are there in India?  
a) 7                      b) 6                      c) 5
9. Birla Institute of Technology is situated at-  
a) Ranchi                      b) Jaipur                      c) Kota
10. With respect to the development of skills all of the following are correct expect that-  
a) Pupils of the same mental age should learn at the same rate.  
b) Group instruction facilitates the learning process.  
c) Individual instruction is often required.

11. Which of the following institution in the field of education is set up by the MHRD Government of India?
- a) Indian Council of World Affairs, New Delhi.
  - b) Mythic Society, Bangalore.
  - c) National Bal Bhawan, New Delhi.
12. Ministry of Human Resource Development (HRD) includes
- a) Department of Secondary Education and Higher Education
  - b) Department of Women and Child Development
  - c) All the above.
13. "Selection is one of the most important of all function in the management of personnel" who said?
- a) Dale Yoder      b) Edwin B. Flippo      c) Pigeon and Myra
14. India's path of development is based on
- a) Private enterprise
  - b) Private and State enterprise
  - c) Gandhian model
15. The Minimum Wages Act was enacted in the year
- a) 1949      b) 1950      c) 1948
16. Which of the following is not the indicator of Human Development?
- a) Scientific organisation.
  - b) Improvement of quality of life.
  - c) Widow remarriage.
17. Write the full form of MBO.
- .....
18. Job-Evaluation defined four types of elements, these are
- a) Job analysis
  - b) Job rating
  - c) Money allocation, and the other is
  - d) .....
19. Who wrote book "Labours Statistics USA"?
- a) Burcau      b) Edwin B. Flippo      c) Pigeon and Myra
20. Employees Provident Fund Act was enacted in the year.
- a) 1941      b) 1951      c) 1952

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