**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2019**

**DHR 103: FOUNDATION OF HUMAN RESOURCE**

**MANAGEMENT**

Time: **3 Hours** Total Marks: **70**

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

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1. Define the following terms: 2×5=10

1. Home-based pay
2. Host based pay
3. SMART Goals
4. MBO
5. Collective bargaining

2. State advantage and disadvantages of the following: 4×5=20

1. Ratio trend analysis
2. Work study method
3. Work sample test
4. Job knowledge test
5. Job instruction training

3. “Overtime is the most common way to deal with short term fluctuation in

work volume”. State and explain the causes of using overtime. 10

4. What is need analysis? Why it is necessary? 2+8=10

5**.** What is the last phase of performance appraisal? Briefly discuss the

activities carried out in this phase. Also mention the difficulties if any

associated with it. 1+6+3=10

6. What is environmental scanning of HRM? Briefly discuss. 10

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