**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN), 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**: **10X1=10**

a) TCN means \_\_\_\_\_\_\_.

b) Any two theories related to wage determination are \_\_\_\_\_\_\_\_ and\_\_\_\_\_\_\_\_\_.

c) \_\_\_\_\_\_\_\_is also called as linear rating scale.

d) Any three approaches to industrial relations are \_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_.

e) Any two hurdles of collective bargaining are\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_.

f) Example of on-the-job training is\_\_\_\_\_\_\_\_\_.

**2. Write short answers:** **6X5=30**

1. What do you mean by ethnocentric staffing model? Give two examples.
2. What is meant by Wage Fund theory?
3. Mention with examples the difference between observation and interview.
4. What is meant by Job specification? Give three uses.
5. Write four ways to improve industrial relations.
6. What do you mean by coaching? How does coaching helps in organisations?

**3.Write descriptive answers. 3X10=30**

a) Define HRP? Why there is a need of HRP?

OR

b) Elucidate the different components of compensation.

4. Describe the process of collective bargaining.

5. Discuss the functions of a HR Manager.

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