



الجامعة السعودية الإلكترونية
Saudi Electronic University

College of Administrative and Financial Sciences (CAF)

MID-TERM EXAMINATION

Second Term 2016-17

MGT 211-Human Resource Management

Time: 60 Min.

Max Marks: 25

Student Name:-_____

Student I.D.NO:_____ **CRN:** _____

Branch:_____ **Date:**_____

Total Points: **25 Points**

Multiple Choice Questions _____ / 10

Short Answers _____ / 9

Essay _____ / 6

Section – I

Answer all questions on the same Question paper. (10×1 = 10 Marks)

1. The three important components in aligning business strategy with HR practice.
 - a. Business Strategy, Human Resource Practices, Organizational Capabilities
 - b. Marketing Strategy, Human Resource Practices, Organizational Capabilities
 - c. Business Strategy, Human Resource Practices, Organizational structure
 - d. Marketing Strategy, Human Resource Practices, Organizational structure
2. During which of the following stage, the firm plans the proposed changes into practice.
 - a. Clarification
 - b. Monitoring
 - c. Assessment
 - d. Design
3. The process which is continuous and stops only when the organization ceases to exist.
 - a. Training
 - b. Job evaluation
 - c. Hiring
 - d. All of the above
4. The Drug-Free Workplace Act of requires federal contractors to actively pursue a Drug-free environment.
 - a. 1990
 - b. 1988
 - c. 1960
 - d. 1999
5. can be defined as a written record of the duties, responsibilities and conditions of job.
 - a. Job description
 - b. Job specification
 - c. Job profile
 - d. None of the above

6. Age Discrimination in Employment Act of 1978 increased mandatory retirement age from.
- 40 to 55.
 - 65 to 70.
 - 60 to 65.
 - 70 to 80.
7. Which of the following is NOT a constraint on recruiting efforts.
- Organizational image
 - Job attractiveness.
 - Internal organizational policies.
 - Cultural Influence.
8. Which is NOT a job analysis method.
- Observation
 - Individual Interview
 - Group Interview
 - Inter-team brainstorming
9. Multiple Choice Questions A typical HR department has responsibility for transactional work, which is developing solutions that benefit employee work groups, like resolving employee performance issues or work-group conflict.
- Professional employer organization
 - Employee development
 - Willingness
 - Integrity
10. Multiple Choice Questions The following is the arm of the federal government empowered to handle discrimination in employment cases.
- Fair Employment Commission
 - Fair Labor Standards Commission
 - Equal Employment Opportunity Act
 - None of Above

Section-II

Attempt any **Three** of the following four Questions (100 to 150 words each):

(3×3 = 9 Marks)

1. Define the Effects of Globalization on Human Resources Management?

[illegible]

[illegible]

[illegible]

4. Explain the external influences on Human Resource Management?

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Section-III

Select **ONE** of the following two Questions and provide your answer (200 to 250 words):

1. Why HRM focus on Job analysis? what are the difference between Job description and Job specification?

OR

2. Explain the internal and external source of recruitment?

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

[illegible]