**[https://cas.seu.edu.sa/cas/images/logo.png](https://cas.seu.edu.sa/cas/login?service=https://lms.seu.edu.sa/webapps/bb-auth-provider-cas-BBLEARN/execute/casLogin?cmd=login&authProviderId=_105_1&redirectUrl=https://lms.seu.edu.sa/webapps/portal/frameset.jsp&sessionIdForLogout=5CD337C3E58DD15ECCAFFCFB223ACE53)**

**Mid Term Examination – March2014**

**MGT 211:HUMAN RESOURCE MANAGEMENT**

**Name of the Student …..…………………………………………**

**Date……………………….. Student ID……………………………………**

**Course/Class………………… Branch………………..…………….**

**Time: One Hour Max Marks: 25**

**ANSWER ALL THE QUESTIONS ON THE SAME QUESTION PAPER**

**Section I (1 mark each)**

A. State True or False (1x5)

Q.1 Hrm is the sub set of management. True

Q.2 Hrm is affected by economy. True

q.3Hrm should assume all countries have the same culture. False

q.4Hrm is dual nature. True

Q.5 Temporary services and employee leasing is recruiting alternatives. True

Tick the correct option (1x5)

Q.6 what is the full form of hrm?

a.Human resource management

b- Humanistic resource management

c- Human relation management d. Humane resource management

Q.7 what is the full form SHRM?.

a.Strategic human resource management b. superior human resource management c. sophisticated human resource management d. soft human resource management

Q.8 what is the full form of HRP?

a.Human resource planning b. Human resource penetration c. Human resource punctuald. Human resource personality

Q.9 Full form of EEO.

a.Equal employment oportunity b. Equal equivalentopportunity c. Equal eliminate opportunity d. Equal employee opportunity

Q.10 what is the full form of HRMS?

a.Human resource information system b. Human resource information sharing c. Human resource information strategy d.Human resource information science

Section ii (2x5)

Short answering questions (10 marks, 2 marks each)

1. How can you explain, human resource management?

Human resource management is the management of an organizations workforce.it is responsible for the selection, attraction,training,assessment, and rewarding of employee.

2.What is job analysis?

Job analysis is asystematic exploration of the activities with a job.it is basic technical procedure. That is used to define the duties, responsibilities and accountabilities of a job.

3.Explain the meaning of recruiting.

Recruiting is the discovering of potential candidates for actual or anticipated organizational vacancies.it is linking activities-bringing together those with jobs to fill and those seeking jobs.

4. Describe how changing skill requirements affect hrm.

Hrm has to provide extensive employee training. This training can be in the form of remedial help for those who have skill deficiencies or specialized training dealing with technology changes.

5. What is title v11 of the 1964 civil right act?

Tittle v11 of civil rights act state that it is illegal to discriminate against individuals based on race, religion, colour, sex, or national origin.

**Section iii (1 x 5 mark)**

**Answer any one-essay type question**

1. Define human resource planning.

Human resource planning is the process by which an organization ensure that it has the right number and kinds of people, at the right place, at the right time, capable of effectively and efficiently completing these tasks that will help the organization achieve its overall objective.

Human resource planning is one of the most important elements in a successful hrmprogramme .the purpose of human resource planning is to assess where the organization is, where it is going.

Or

2, what is primary source of recruiting employees?

The principal source for recruitment employee include, internal search,advertisement,employee referral,/recommendations, employment agencies,school,colleges,universities,professional organization, onlinerecruiting, temporaryemployees, and independent contractors to be good sources of employees.