

**Q5. A) Fill in the blanks****(5)**

1. **JOB ANALYSIS** is the starting point of recruitment.
2. **STRUCTURED** interview is a formal + formatted interview.
3. **CLAYTON ALDERFER** has recategorised Maslow's hierarchy of needs into three simple categories.
4. BARS stands for **BEHAVIOURAL ANCHORED RATING SCALE**
5. **SIMULATION** is the presentation of real situation of organizations in the training session.

**B) State whether TRUE OR FALSE without reasons****(5)**

1. Strategic HRM uses more proactive approach. **TRUE**
2. Motivation can be positive or negative. **TRUE**
3. Theory Z is developed by Frederick Herzberg. **FALSE**
4. Ergonomics help in job design. **TRUE**
5. Performance evaluation is same as job evaluation. **FALSE**

**C) Match the following****(5)**

- |                         |                                     |
|-------------------------|-------------------------------------|
| 1. Job analysis         | a) Job related information          |
| 2. Managerial function  | b) Planning                         |
| 3. Procurement function | c) Selection                        |
| 4. HRIS                 | d) Information about all employees. |
| 5. Compensation         | e) Incentives                       |