

# END TERM EXAMINATION

THIRD SEMESTER [BBA] FEBRUARY 2023

**Paper Code: BBA205**

**Subject: Human Resource Management**

**Time: 3 Hours**

**Maximum Marks: 75**

**Note: Attempt five questions in all including Q.No.1 which is compulsory.**

- Q1 Write **Short note on three:** **(3x5=15)**
- a) Human Capital
  - b) Induction Process
  - c) Career planning and career development
  - d) Evolution of Human Resource Management
- Q2 Discuss the importance of Human Resource Management in the present day competitive environment. Distinguish between Human Resource Management and Personnel Management. **(15)**
- Q3 What do you understand by employee empowerment? Describe various approaches to empowerment in brief. Discuss the process of Job Analysis. **(15)**
- Q4 Human Resource Planning involves the movement of an organization, from its current manpower needs to the desired manpower needs. Discuss the various steps in Human Resource Planning. **(15)**
- Q5 Discuss the need for scientific selection process. Briefly explain different tests used in the selection of employees. **(15)**
- Q6 Indicate the steps needed in recruitment of the employee. What different precautions HR manager has to take at the time of recruitment? **(15)**
- Q7 What are the limitations of conventional performance appraisal methods? Explain? How does 360 degree appraisal technique overcome these limitations? Examine. **(15)**
- Q8 Critically examines the social security benefits available to industrial workers in one county. What steps will you suggest to improve them?**(15)**

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(Please write your Exam Roll No.)

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THIRD SEMESTER (BBA) JANUARY-2024

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Subject: Human Resource Management

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Maximum Marks: 75

Note: Attempt five questions in all including Q.no.1 which is compulsory.

- Q1 Answer any five of the following: (5x5=25)
- a) Explain MBO.
  - b) Compare transfers and promotions?
  - c) Difference between Time Wage system and Piece Wage system?
  - d) Explain the concept and objectives of Human Resource Information system in an industrial organization.
  - e) Distinguish between recruitment and Selection. Explain the steps followed in selection process.
  - f) Difference between Training and Development?
  - g) Explain the need of HR audit. What are the areas of HR audit?
  - h) "Job description and job specification are the two by products of job analysis". Discuss this statement.
- Q2 "Human Resource Management is a basic management function pertaining to all levels and all types of management." Discuss. (12.5)
- Q3 "The importance of training and development has increased tremendously in the present era of globalization and liberalization." Explain this statement. (12.5)
- Q4 Define performance appraisal and explain its significance in managing human resources? (12.5)
- Q5 Discuss the role of HR manager in building up core competence and creating competitive advantage? (12.5)
- Q6 "Socialisation is an exercise in adaptation to the new work environment." Comment. (12.5)
- Q7 Explain the rationale of employees' health. What is the role of HR department in providing healthy working environment in industrial enterprises? (12.5)
- Q8 Short notes: (4+4+4.5=12.5)
- (a) VRS
  - (b) Potential Appraisal
  - (c) Work life balance.

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