

END TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY-JUNE 2016

Paper Code: BBA-202

Subject: Human Resource Management

BBA(TTM)-202

BBA(MOM)-202

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions.

- Q1 Explain the operative functions of human resource management. Discuss the qualities of a good human reserve manager in the light of these functions. (15)
- Q2 (a) Discuss the uses of job analysis. (7)
(b) Prepare a Job-Description for the job of a marketing manager in a manufacturing company. (8)
- Q3 A scientific human resource planning process ensures that "The organization has the right number and the right, kind of people working in the organization at the right place, at the right time." Critically examine and elaborate the steps in human resource planning.(10+5=15)
- Q4 How do you identify the training needs of middle level managers in an organization? Also explain the methods of evaluation of training. (10+5=15)
- Q5 What are the limitations of conventional performance appraisal methods? Explain, How does 360 degree appraisal technique overcome these limitations? Examine. (6+9=15)
- Q6 Differentiate between quantitative and non-quantitative methods of job evaluation. Explain the point rating method of job evaluation. (6+9=15)
- Q7 Critically examine the social security benefits available to industrial workers in one country. What steps will you suggest to improve them? (6+9=15)
- Q8 Differentiate between any three of the following:- (5x3=15)
(a) Internal and External sources of recruitment.
(b) Career Planning and Succession planning.
(c) Performance appraisal and job evaluation.
(d) On the job and off the job training
(e) Human Resource Management and Personnel Management.