

END SEMESTER THEORY EXAMINATION JANUARY-2021

Program:	BBA-(Gen.)/ IMBA/ B.Com (Pass) & B.Com-(Hons.)/ BBA-(Analytics)	Year/Semester:	3rd & 5th- Semester
Course/Subject:	Human Resource Management	Duration:	03:00 Hrs
Course/Subject Code:	06040301/06110301/06020307 & 06070508/06170507	Maximum Marks:	60
		Batch:	2017, 2018 & 2019

Instructions:-

1. Write Your Roll No. on the Question Paper.
2. Candidate should ensure that they have been provided correct question paper. Complaint(s) in this regard, if any should be made within 15 minutes of the commencement of the exam. No complaint(s) will be entertained thereafter.
3. All Questions are compulsory. Marks are indicated against each question.
4. Illustrate your answer with diagram wherever required.

SECTION-A**(Very Short Answer Type Questions)****Note: All Questions are compulsory: -****[12×1=12 Marks]**

S. No.	Question	Marks Allotted
1	Name the various functions of HRM.	1
2	Differentiate Planning & Human Resource Planning.	1
3	Enlist various methods of Performance Appraisal.	1
4	Differentiate On-the Job Training & Off-the Job Training.	1
5	Define the term HRIS (Human Resource Information System).	1
6	Differentiate HRM and HRD.	1
7	List the two components of Job Analysis.	1
8	Name any three factors affecting the effectiveness of training.	1
9	Define the term Strategic HRM.	1
10	Name four components of Compensation.	1
11	Give two examples of Employee Benefits.	1
12	Which Act governs the health & safety in an organization?	1

SECTION-B
(Short Answer Type Questions)

Note: All Questions are compulsory: -

[4×2=8 Marks]

S. No.	Question	Marks Allotted
13	Illustrate the changing role of HR manager in 21 st century.	2
14	How the appropriate number of people required in organization can be calculated?	2
15	Criticize the Taylor's Incentive Plan from organizational perspective.	2
16	Compare the Traditional data management with HRIS.	2

SECTION-C
(Descriptive Answer Type Questions)

Note: All Questions are compulsory: -

[4×4=16 Marks]

S. No.	Question	Marks Allotted
17	“On-the Job training is preferred over Off-the job training”. Justify.	4
18	Differentiate Job evaluation and Performance Appraisal.	4
19	Which principles would you recommend to make selection process more effective and free from biasness?	4
20	“The organizational strategy must be supported with HR processes”. Justify.	4

SECTION-D
(Long Answer Type Questions)

Note: All Questions are compulsory: -

[4×6=24 Marks]

S. No.	Question	Marks Allotted
21	Develop the Job Description and Job Specification for the Chef in a 5* Restaurant.	6
22	Calculate the Incentive according to Merrick Plan if Standard units are 250 and employee has produced 315 units. The wages per unit is Rs 25.	6
23	“360 Degree Appraisal method is more suitable for modern organization”. Agree or Disagree? Why?	6
24	HRM functions are core and connected with other Functional areas. How?	6