

## BBA (Honours) 4th Semester Examination, 2023

Subject : Human Resource Management

Paper : BBA-4.2

Time: 4 Hours

Full Marks : 80

*The figures in the margin indicate full marks.  
Candidates are required to give their answers in their  
own words as far as practicable.*

*Answer Question No. 1 and any five from the rest.*

1. Answer any ten questions:

2×10=20

- ~~(a)~~ What do you understand by the term 'Human Resource Management'?
- ~~(b)~~ Define human resource planning.
- ~~(c)~~ State any two objectives of the induction of new employees.
- (d) What do you mean by off-the-job training?
- ~~(e)~~ What is performance appraisal?
- ~~(f)~~ State any two objectives of industrial relations.
- ~~(g)~~ Define 'industrial dispute'.
- ~~(h)~~ Mention any two objectives of Human Resource Development (HRD).
- (i) Define on-the-job training.
- (j) What is potential appraisal?
- (k) Define job evaluation.
- ~~(l)~~ State any two objectives of 'Workers' participation in Management'.
- ~~(m)~~ What is lockout?
- (n) What do you mean by fringe benefits?
- (o) What is collective bargaining?

2. (a) Distinguish between recruitment and selection.

(b) Discuss the steps in selection process.

3+9=12

3. Discuss any two techniques under each of the on-the-job and the off-the-job training methods. 12

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4. (a) Briefly discuss the objectives of performance appraisal.  
 (b) Discuss any one technique under each of the traditional and the contemporary methods of performance appraisal along with its merits and demerits. 4+8=12
- ✓ 5. (a) Discuss the objectives of compensation management.  
 (b) Explain the different types of incentive plans offered to employees. 5+7=12
- ✓ 6. (a) Briefly discuss the causes of industrial disputes.  
 (b) Provide an overview of different types of strike. <sup>Low</sup> <sup>High</sup> <sup>Strike</sup> <sup>Strike</sup> <sup>Strike</sup> 4+8=12
7. State and discuss important HRD mechanisms along with their contributions towards development of employees. 12
- ✓ 8. (a) What do you understand by 'Workers' participation in Management'?  
 (b) Briefly discuss the important forms of workers' participation prevalent in our country. 2+10=12
- ✓ 9. (a) What do you mean by internal sources of recruitment?  
 (b) Discuss the merits and demerits of internal sources of recruitment. 2+10=12
10. Discuss the process of human resource planning. 12
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