

BBA 4th Semester Examination, 2024
Subject : Human Resource Management
Course: BBA-4.2

Time: 4 Hours

Full Marks: 80

The figures in the right hand margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

Answer question 1 and any five from the rest.

1. Answer any ten questions. 2×10=20
 - (a) Define the term 'Human Resource Management (HRM)'.
 - (b) State any two objectives of HRM.
 - (c) What do you understand by human resource planning?
 - (d) State any two advantages of recruitment through external sources.
 - (e) What is select error?
 - (f) What do you mean by on-the-job training?
 - (g) What do you understand by potential appraisal?
 - (h) What is industrial dispute?
 - (i) What do you mean by job specification?
 - (j) What do you understand by job evaluation?
 - (k) What do you mean by strike?
 - (l) What is Human Resource Development(HRD)?
 - (m) Provide any four examples of fringe benefits.
 - (n) What do you mean by 'Workers Participation in Management'?
 - (o) State any four methods under off-the-job training.

2.
 - (a) Distinguish between human resource management and personnel management.
 - (b) Discuss the qualities of a human resource manager. 5+7

3. Discuss the steps in the process of human resource planning. 12

4.
 - (a) Briefly discuss any two 'on-the-job training' methods.
 - (b) Discuss how effectiveness of training can be evaluated. (3×2)+6

5.
 - (a) Discuss the significance of performance appraisal from an organisation's standpoint.
 - (b) Explain how the 360-Degree Feedback method is different from traditional methods of appraisal.
 - (c) What is halo-effect in performance appraisal? 5+5+2

6. (a) Discuss *any four* factors that determine compensation provided to employees in an organisation.
 (b) Explain the different components of a compensation system. 6+6

7. (a) Briefly discuss *any four* prerequisites of sound industrial relations system.
 (b) Distinguish between lockout and strike.
 (c) Explain *any two* types of strike. 4+4+4

8. (a) What do you understand by career planning?
 (b) Discuss the career development cycle by highlighting different stages. 2+10

9. (a) Briefly discuss *any two* objectives of 'Workers Participation in Management' (WPM).
 (b) Provided an overview of different forms of WPM prevalent in our country. 4+8

10. Write short notes on *any two* of the the following: 6×2
 - (a) MBO (Management by Objectives)
 - (b) Success Planning
 - (c) Demand Forecasting