

# 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 country. What steps will you suggest to improve them?(15)

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