

Roll No.....
Total No. of Questions: [09]

Total No. of Printed Pages: [01]

Business Administration BBA-MBA Integrated (Semester – 3rd)
HUMAN RESOURCE MANAGEMENT
Subject Code: BMBAS1301
Paper ID: [20390114]

Time: 03 Hours

Maximum Marks: 60

Instruction for candidates:

1. Section A is compulsory. It consists of 10 parts of two marks each.
2. Section B consist of 5 questions of 5 marks each. The student has to attempt any 4 questions out of it.
3. Section C consist of 3 questions of 10 marks each. The student has to attempt any 2 questions.

Section – A

(2 marks each)

- Q1. Attempt the following:
- a. Differentiate between structured and unstructured interview
 - b. Explain any one job analysis technique
 - c. Differentiate between job enrichment and enlargement
 - d. What makes effective recruitment a challenge?
 - e. What do you understand by outsourcing job?
 - f. What is apprenticeship training?
 - g. Why to appraise employee performance?
 - h. Explain critical incident method of performance appraisal
 - i. What is the purpose of vestibule training?
 - j. Explain any one test of cognitive ability in selection process

Section – B

(5 marks each)

- Q2. Why is it important for companies today to make their human resource into a competitive advantage? Explain how HR can contribute to doing this?
- Q3. What items are typically included in job description? Do you think companies can really do without detailed job description? Why or why not?
- Q4. Do you think job rotation is a good method to use for developing management trainees? Why or why not?
- Q5. Discuss pros and cons of four performance appraisal tools
- Q6. Explain any four internal sources and five external sources of recruitment

Section – C

(10 marks each)

- Q7. ‘A well thought-out orientation program is essential for all new employees, whether they have experience or not’. Explain why do you agree or disagree with this statement
- Q8. Why is it important to conduct pre employment background investigation? Outline how you would go about doing so?
- Q9. Discuss the HRM practices prevalent in India. How far it has been helpful in protecting the rights of employer and employees?