Roll No……..….. **Total No. of Printed Pages: [01]**
Total No. of Questions: [09]

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?