

D 70937

(Pages : 3)

Name.....

Reg. No.....

FIFTH SEMESTER B.B.A. DEGREE EXAMINATION, NOVEMBER 2014

(UG—CCSS)

Core Course

BB VB 11—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 30 Weightage

Part A

*This part consists of three bunches of questions carrying equal weightage of 1.
Each bunch consists of four objective questions.*

Answer all questions.

I. Choose the correct answer :

- 1 The process to discover sources of manpower to meet the requirements and to facilitate the selection of an efficient working force :
 - (a) Recruitment.
 - (b) Placement.
 - (c) Selection.
 - (d) Induction.
- 2 Information about each job is made available to the assessors to facilitate job pricing :
 - (a) Job Evaluation.
 - (b) Job design.
 - (c) Job enrichment.
 - (d) Job assessment.
- 3 Appraisals conducted to assess the employee's potential :
 - (a) Psychological Appraisal.
 - (b) Performance Appraisal.
 - (c) Managerial Appraisal.
 - (d) Intelligence Tests.
- 4 Interview aimed at testing the candidates's job behaviour and level of withstanding during the period of stress and strain :
 - (a) Panel interview.
 - (b) Depth interview.
 - (c) Stress interview.
 - (d) Informal interview.

II. Fill in the blanks :

- 5 _____ is the process of providing equitable and fair remuneration to the employees.
- 6 _____ is the process of determining the relative worth of jobs.
- 7 _____ helps executives in understanding people better by giving them vicarious experiences.
- 8 _____ deals with cost and contribution of human resources to the organization.

Turn over

III. Give one word :

- 9 The process to guide and counsel the employees to familiarize them with job and the organisation.
- 10 Who developed Balanced Scorecard ?
- 11 The method in which appraiser ranks the employees by comparing one employee with all other employees in the group, one at a time.
- 12 The reassignment of a lower level job to an employee with delegation of responsibilities and authority required to perform that lower level job and normally with lower level pay.

(12 × ¼ = 3 weightage) ✓

Part B*Answer all nine questions.**Each question carries a weightage of 1.*

- 13 What do you mean by Job evaluation ? ✓
- 14 Explain the concept of Bonus. ✓
- 15 What is Simulation ?
- 16 What do you mean by Human Resource Planning ? ✓
- 17 What do you mean by Performance Appraisal ? ✓
- 18 What do you mean by Career Planning ? ✓
- 19 What is Job enrichment ?
- 20 Name some of the job training methods. ✓
- 21 What do you mean by Human Resource Development ? ✓

(9 × 1 = 9 weightage)

Part C (Short Essay or Paragraph Questions)*Answer any five questions.**Each question carries a weightage of 2.*

- 22 What are objectives of HRM ? ✓
- 23 What are the operative functions of HRM ?
- 24 Explain the various recruitment techniques. ✓ *sources 3*
- 25 What is MBO ? Explain the process of MBO.
- 26 What are the objectives of job description ?
- 27 What are the different types of Interview ? ✓
- 28 Write a short note on 360 degree appraisal.

(5 × 2 = 10 weightage)

Part D (Essay Questions)

Answer any two questions.

Each question carries a weightage of 4.

- 29 What is Job evaluation ? Explain the different techniques of job evaluation. What are the advantages and disadvantages of Job evaluation ?
- 30 Describe in detail the process of performance appraisal. Also explain the various methods of appraisal.
- 31 What do you mean by Grievances ? Discuss their various causes and the need for a formal grievance handling procedure in an organisation.

(2 × 4 = 8 weightage)

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