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5. (a) Predict various factors that can influence employee compensation structure. (CO5)
- (b) You are the HR manager of an organization. Develop the salary structure of your organization comprising its various components. (CO5)
- (c) Investigate the functioning of Wage board of India as a regulatory authority for deciding wages. (CO5)

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**B. B. A. (SECOND SEMESTER)
END SEMESTER EXAMINATION,
July/Aug., 2022**

HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum Marks : 100

- Note :** (i) All questions are compulsory.
- (ii) Answer any *two* sub-questions among (a), (b) and (c) in each main question.
- (iii) Total marks in each main question are twenty.
- (iv) Each sub-question carries 10 marks.
1. (a) Discuss the qualities and qualifications required for a successful HR professional in a modern organization. (CO1)
- (b) Explain the concept of work life balance ? Explain the factors that have compelled companies to institute policies favoring work life balance in recent years ? (CO1)

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- (c) Express how can a company turn the workplace into an attractive world where employees love to work with zeal and commitment. (CO1)
2. (a) "Orientation is required when the selection policy is defective. When employees are selected properly, they do not need to be oriented". Relate the above statement in context to selection process of an organization. (CO2)
- (b) "Recruiting is the process of locating and attracting qualified people for filling job vacancies". Use the above statement to describe the importance of recruitment. (CO2)
- (c) Demonstrate various methods to manage surplus staff in the organization. (CO2)
3. (a) Illustrate the career development cycle linking the concept of career planning in detail. (CO3)

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- (b) "Training programmes are helpful to avoid personnel obsolescence", Examine the above statement in context to inclination of Indian organizations towards training. (CO3)
- (c) Analyse various On-the-Job training methods in detail differentiating the pros and cons among them. (CO3)
4. (a) Argue the points of differences between Performance management and performance appraisal ? (CO4)
- (b) "Some of the so called modern industries still follow traditional techniques of performance appraisal." Do you agree ? If yes, defend your argument with reasoning. (CO4)
- (c) Detect various pitfalls that may occur while conducting Performance appraisal process. (CO4)

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