POORNIMA UNIVERSITY, JAIPUR.
MID SEMESTER EXAMINATION 2020-21 (ODD Semester)

School	:	**School of Management & Commerce**
Course	:	**II Year III SEM – B. Com**
Subject Name	:	**Human Resource Management**
Subject Code	:	**BCO03104_BCH03104**

Max. Time: 1.5 hrs.   **Max. Marks: 12**

NOTE:-   Attempt four questions. There is internal choice in Q. 1 & 2, Q. 3 & 4, Q. 5 & 6 & Q. 7 & 8.

Sec-A (CO 3) (Max. Marks-6)   Marks

Q.1   **(a)**   Suggest Tips For Conducting Training Needs Analysis Accurately?   **(1.5)**

        (b)   How to find development needs in somebody, explain with an example?   **(1.5)**

OR

Q.2   **(a)**   Define OFF the job training techniques; Explain one of the techniques as per your point of view   **(1.5)**

        (b)   Elucidate the concept of learning? Describe with an example.   **(1.5)**

Q.3   **(a)**   Discuss and Analyze the "MANAGERIAL DEVELOPMENT AND TRAINING   **(1.5)**

        (b)   What do you mean by "Training & Development" method, explain with the help of one example?   **(1.5)**

OR

Q.4   **(a)**   Discuss the "TRAINING PROCESS MODEL", with the help of flow chart/diagram   **(1.5)**

        (b)   Define ON the job training techniques; Explain one of the techniques as per your point of view   **(1.5)**

Sec-B (CO 4) (Max. Marks-6)

Q.5   **(a)**   How Assessment method is perfect than others, explain with the help of comparative study   **(1.5)**

        (b)   Design Check list method with 10 parameters of appraisal as per your idea.   **(1.5)**

OR

Q.6   **(a)**   . Give a brief difference between two methods of performance appraisal?   **(1.5)**

        (b)   Elaborate the concept of Performance Appraisal, how is it beneficiary for HR manager.   **(1.5)**

Q.7   **(a)**   Define Performance Appraisal? Explain how it helps an organization? With an example   **(1.5)**

        (b)   What are the two methods of performance appraisal? Describe with the help of flow chart/diagram any one of them.   **(1.5)**

OR

Q.8   **(a)**   How 360.* appraisal technique gives you appropriate appraisal, explain with the help of any case study or your own example   **(1.5)**

        (b)   What is MBO? Describe its concept with diagrammatic presentation.   **(1.5)**