

B.B.A. Part-II (Semester—III) (CBCS) Examination**BBA-301****HUMAN RESOURCE MANAGEMENT**

Time : Three Hours]

[Maximum Marks : 80

Note :— All sections are compulsory.**SECTION—A**

Select the correct option for each of the following :

1. Which of these activities are not included in the scope of Human Resource Management ?
 - (a) Job analysis and design
 - (b) Safety and health
 - (c) Motivation and communication
 - (d) Organizational structure and design
2. Which of the following is not an objective of the HRM function ?
 - (a) Social objective
 - (b) Political objective
 - (c) Personal objective
 - (d) Organizational objective
3. Recruitment from a college campus is a method of _____ recruitment.
 - (a) Indirect
 - (b) Third party
 - (c) Direct
 - (d) None of these
4. The poor quality of selection will mean extra cost on _____ and supervision.
 - (a) Recruitment
 - (b) Training
 - (c) Work quality
 - (d) None of the above
5. Which of the following is a short-term process ?
 - (a) Training
 - (b) Development
 - (c) Introduction
 - (d) Education
6. On-the-job training is conducted through :
 - (a) Understudy
 - (b) Experience
 - (c) Coaching
 - (d) All of these
7. Minimum wages are fixed by :
 - (a) Trade Unions
 - (b) Employers
 - (c) Employees
 - (d) State Government

8. _____ is a systematic approach for providing monetary value to the employees.
- (a) Salary (b) Allowances
(c) Compensation (d) Rewards
9. What is Conflict Management ?
- (a) Ignoring conflicts
(b) Resolving conflicts in a destructive manner
(c) Resolving conflicts in a constructive manner
(d) Creating conflicts intentionally
10. Which conflict resolution style involves assertiveness and cooperation, seeking a win-win solution ?
- (a) Avoiding (b) Accommodating
(c) Competing (d) Collaborating
- 10×2=20

SECTION—B

1. (a) Explain HRM and the scope of HRM.
- OR**
- (b) What are the objectives of HRM ?
2. (a) Discuss the sources of recruitment.
- OR**
- (b) Explain the meaning and scope of recruitment.
3. (a) Explain the concept of training along with its significance.
- OR**
- (b) Explain the various methods of training.
4. (a) Explain the concept of performance pay.
- OR**
- (b) Explain variable compensation methods.
5. (a) Explain the need for Conflict Management.
- OR**
- (b) Define limitation of Conflict Management.
- 5×4=20

SECTION—C

1. (a) Explain the functions and objectives of HRM.

OR

- (b) Explain the concept of HR planning along with the planning process.

2. (a) Define recruitment and various sources of recruitment.

OR

- (b) Discuss the advantages and disadvantages of external sources of recruitment.

3. (a) What are the methods of training ?

OR

- (b) Discuss the advantages and disadvantages of training.

4. (a) Explain the concept and classification of wages.

OR

- (b) Explain the meaning, purpose and uses of performance appraisal.

5. (a) Explain the need for HR Planning and state its objectives.

OR

- (b) What are the steps and procedure that comes under the Conflict Management ? 5×8=40