

Dr. Babasaheb Ambedkar Open University
Term End Examination March – 2021

Course	: BBA	Date	: 08-March-2021
Subject Code	: BBA-403(NEW)	Time	: 01:00pm to 03:00pm
Subject Name	: Human Resource Management	Duration	: 02 Hours
		Max. Marks	: 50

Section A

Answer the following (Attempt any two) (20)

1. Explain the features of HRM.
2. Explain the process of HRM.
3. Briefly Explain The Process of HR Planning.
4. Briefly Explain The Role of Training.

Section B

Answer the following (Attempt any three) (20)

1. Briefly Explain the Definitions of Selection.
2. Explain the Benefits of Training Organisation.
3. Explain the Definitions of HRM.
4. What is Employee Counselling?
5. Explain the Basic requisites of employee counseling.

Section C

Part – A (Multiple Choice Questions) (10)

- 1 The management of human resources is viewed as a system in which participants seeks to attain both individual and group goals|| was stated by_____.
A Scott, Clothier and Spriegel B Dale Yoder
C Michael J Jucious D Flippo
- 2 The planning, organising, directing and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end those individual, Organisational and societal objectives are accomplished||. Was stated by_____.
A Scott, Clothier and Spriegel B Dale Yoder
C Michael J Jucious D Flippo
- 3 The terms human resource management|| and —human resources|| (HR) have largely replaced by the term?
A Personnel management B Marketing management
C Industrial management D None of these
- 4 The basic premise of the academic theory of HRM is that humans.....
A Humans can be considered as machines B Humans are not machines
C Humans are robots D None of these
- 5 To describe HRM Four fields of HR function; Strategic business partner, Change agent, Employee champion and Administration was developed by.....
A Dave Ulrich B Ivancevich and Glucck
C Michael J Jucious D Byars and Rue

- 6 Securing and employing of people, possessing required kind and level of skills necessary to achieve the Organisational objectives is_____.
- A Acquisition of Human resources B Development of Human resources
C Motivation of Human resources D Maintenance of Human resources
- 7 The process of improving, moulding and changing the skills, knowledge, artistic ability, aptitude and values of the employee's is _____.
- A Acquisition of Human resources B Development of Human resources
C Motivation of Human resources D Maintenance of Human resources
- 8 Process through which an organisation develops the internal capacity efficiently and effectively to endow with its mission and to sustain itself over the long term is?
- A Market development B Personnel development
C Organisation development D None of these
- 9 Organisation development is a contractual relationship between?
- A change agent and an individual B change agent and sponsoring organisation
C change agent and customers D None of these.
- 10 Hiring of employees from within the organisation for an existing vacancy?
- A Internal sources B External sources
C Both D None of these

Part – B (Do as Directed)

(05)

- 1 Management development is primarily concerned with knowledge acquisition and the enhancement of an executive's abstract abilities.
- 2 Employee training is a specialized function and is one of the fundamental operative functions of human resource management.
- 3 Organisation design deals with structural aspects of organisations.
- 4 Organisation design begins with the creation of a strategy.
- 5 Accurate selection process derives maximum job satisfaction, labour turnover is reduced.
