

Dr. Babasaheb Ambedkar Open University
Term End Examination July – 2023

Course	: BBAR	Date	: 02-Aug-2023
Subject Code	: BBAR-302	Time	: 09:30am to 11:45am
Subject Name	: Human Resource Management	Duration	: 02.15 Hours
		Max. Marks	: 70

Section A

Answer the following (Attempt any three) (30)

1. What is Human Resource Management? Explain Function of Human Resource Management.
2. What is Recruitment? Discuss process of Recruitment.
3. Define Motivation? Explain nature and characteristics of motivation.
4. Explain Wage incentive planning process.
5. What is Human resources development? Discuss its characteristics.

Section B

Answer the following (Attempt any four) (20)

1. Discuss need of Human Resources planning.
2. Explain issues in Performance appraisal.
3. Discuss types of counseling.
4. Discuss significance of Human Resources records.
5. Explain uses of Human Resources Accounting.
6. Write short note on self managing teams.

Section C

Part – A (Multiple Choice Questions) (10)

1. Which of the following is an objectives of job analysis?
A Work simplification B Establishes standards
C Supports other activities D All of the above
2. _____ maintains the contribution of Human Resources Management towards the achievement of organosational goals.
A Organizational objectives B Functional objectives
C Societal objectives D Personal objectives
3. Which of the following aspects has a positive influence on the out-come of the training program?
A Support of top management B Mindset of trainees
C Timing of training D All of the above
4. The process of performance evaluation should start at_____
A Top B Bottom
C Middle D Any level
5. Which of the following is not an advantage of employee welfare facility?
A High employee retention B Better focus on work
C High labour cost D Improve standard of living

- 6 Safety measures promote an environment which is safe which results in increased-
_____.
- A Satisfaction B Motivation
C Both (a) and (b) D None of the above
- 7 Morale is the capacity of a group of people to pull together persistently in pursuit of a common purpose who stated this?
- A Alexander H Leighton B Renis Likert
C Prof. Keith Davis D None of the above
- 8 _____ benefits allow the employee to maintain decent and independent life after their retirement.
- A Housing facilities B Retirement benefits
C Health and safety care D Payment without work
- 9 Background data related to human resources audit includes _____.
- A Competitive position of the B Industrial overview
organisation
C Regulatory environment D All of the above
- 10 Which stress management activities may be undertaken in an organization at the individual level?
- A Role playing strategies B Job redesign
C Mediation D Deep muscle relaxation

Part – B (Do as Directed)

(10)

- 1 What is job analysis?
- 2 What is job enlargement?
- 3 Name the various internal sources of recruitment.
- 4 What is selection?
- 5 What are the meanings of employee safety?
- 6 Which are categories of needs according to Alderfer's ERG theory?
- 7 What is meaning of fringe benefits?
- 8 Which are value based approach of human resources accounting?
- 9 Given any two scope of human resources audit.
- 10 Define succession planning.
