

**Dr. BabasahebAmbedkar Open University**  
**Term End Examination July – 2023**

<b>Course</b>	<b>:</b> BBA	<b>Date</b>	<b>:</b> 01-Aug-23
<b>Subject Code</b>	<b>:</b> BBAN-403	<b>Time</b>	<b>:</b> 12:45pm to 03:00pm
<b>Subject Name</b>	<b>:</b> Human Resource Management	<b>Duration</b>	<b>:</b> 02.15 Hours
		<b>Max. Marks</b>	<b>:</b> 70

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**Section A**

**Answer the following (Attempt any three) (30)**

1. Define Human Resource Management. Explain Objectives and Functions of HRM.
2. Explain the process of Human Resource Planning in detail.
3. Explain the types of compensation.
4. List the factors related to the type of compensation and write down the type of compensation in detail.
5. Explain various methods of Performance Appraisal.

**Section B**

**Answer the following (Attempt any four) (20)**

1. Explain the concept of Job Analysis.
2. Explain Objectives and Importance of HR planning.
3. Explain the concept of Fringe benefits.
4. Write a short note on compensation process.
5. Write any two methods of job evaluation.
6. Explain the concept of selection in Yoder’s view.

**Section C**

**Part – A (Multiple Choice Questions)**

**(10)**

- 1 The actual achievements compared with the objectives of the job is \_\_\_\_\_.  
A Job evaluation                                  B Job description  
C Job performance                                  D None of the above
- 2 The following is (are) concerned with developing a pool of candidates in line with the human resources plan  
A Recruitment    B Development  
C Training    D None of the above
- 3 Majority of the disputes in industries is (are) related to the problem of \_\_\_\_\_.  
A Wages    B Benefits  
C Salaries    D All of the above
- 4 In an organization initiating career planning, the career path model would essentially form the basis for \_\_\_\_\_.  
A Placement    B Rotation  
C Transfer    D All of the above

- 5 Which of the following type of recruitment process is said to be a costly affair?  
 A Internal recruitment B External recruitment  
 C Cost remains same for the type D None of the above
- 6 Which of the following is the objective of inspection?  
 A Quality product B Defect free product  
 C Customer satisfaction D All of the above
- 7 Large recruitment \_\_\_\_ problematic and vice-versa  
 A Less B Both a and c  
 C More D None of the above
- 8 The \_\_\_\_\_ programmed once installed must be continued on a permanent basis.  
 A Job evaluation B Recruitment  
 C Training and development D None of the above
- 9 The three important components in aligning business strategy with HR practice:  
 A Marketing Strategy, Human Resource Practices, Organizational Capabilities  
 B Business Strategy, Human Resource Practices, Organizational structure  
 C Business Strategy, Human Resource Practices, Organizational Capabilities  
 D Marketing Strategy, Human Resource Practices, Organizational structure
- 10 The basic managerial skill is \_\_\_\_\_.  
 A To supervise B To motivate  
 C To stimulate D All of the above

**Part – B (Do as Directed)**

**(10)**

- 1 Define training.
- 2 Define HR planning
- 3 Objectives of HR planning?
- 4 What are the objectives of fringe benefits?
- 5 Define Job Analysis.
- 6 Define Fringe benefits.
- 7 Write any two methods of job evaluation
- 8 Methods of performance appraisal?
- 9 Define compensation.
- 10 Objectives of HRM?

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