END TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY 2019

FORTH DEMISSION (2211)	
Paper Code: BBA-202	Subject: Human Resource Management
	Batch 2017 Onwards)

Time: 3 Hours Maximum Marks: 75

Note: Attempt any five questions. All questions carry equal marks.

- Q1 What is Human Resource Management (HRM)? Why is it important? Why is it correct to conclude that all managers are involved in the HRM function and implementing HRM activities?
- Q2 Differentiate between traditional and strategic HRM. Small firms, like large enterprises, must engage in developing clearly stated strategic plans. Why?
- Q3 What is job analysis? Describe the necessity for job analysis in organizations. Describe the advantages and disadvantages of using interviews, observations and questionnaires for collecting information for job analysis.
- Q4 What do you mean by selection? Discuss in detail types of interviews as a method of selection. What are some errors that an interviewer may commit?
- Q5 (a) Why is training an important requirement for organizations to undertake? Do you believe that acceptance of training programs would be better in organizations classified as learning organizations?
 - (b) Identify training reeds for a group of new salespeople in a high-end jewellery store.
- Q6 (a) What is performance appraisal? What is its aim(s)?
 - (b) Suppose you are a supervisor. What errors might you make when preparing the performance appraisal on a clerical employee? How might you avoid those errors?
- Q7 (a) What is management development? Describe any two techniques of management development.
 - (b) What is succession planning? What happens in its absence?
- Q8 Attempt any two of the following:-
 - (a) Distinguish between forecasting human resource supply and demand.
 - (b) Describe some employee wellness programs offered by organizations. What features do these programs offer?
 - (c) What is total compensation? What are its components?
 - (d) What impact does internal mobility and job changes have on organization's structure and strategy?
