

**B.B.A. SEM – IV (2015 CBCS Course) : SUMMER - 2019**  
**SUBJECT: HUMAN RESOURCE MANAGEMENT**

Day: Thursday  
Date: 25/04/2019

**S-2019-1962**

Time: 10.00 AM TO 01.00 PM  
Max. Marks: 100

**N.B.:**

- 1) Answer ANY FOUR questions from Section I. Each question carries 15 Marks.
- 2) Answer ANY TWO questions from Section II. Each question carries 20 Marks.
- 3) Answers to Both the sections to be written in *SAME* answer books.
- 4) Draw a labeled diagram WHEREVER necessary.

**SECTION - I**

Q.1) Answer the following: (15 Marks X 1 = 15 Marks)

Describe the concept of Human Resource Management and the structure of HR department in large scale organization with suitable examples.

Q.2) Answer the following: (15 Marks X 1 = 15 Marks)

What do you mean by Job Analysis? Explain the process of Job Analysis.

Q.3) Answer the following: (15 Marks X 1 = 15 Marks)

Define Recruitment. Bring out its purpose and importance.

Q.4) Answer the following: (15 Marks X 1 = 15 Marks)

What is training? Write down any five methods of employee training.

Q.5) Answer the following: (15 Marks X 1 = 15 Marks)

Describe the different methods of Performance Appraisal.

Q.6) Write short notes on the following: Attempt ANY THREE (5 Marks X 3 = 15 Marks)

- a) Human Resource Information Systems (HRIS)
- b) Job evaluation.
- c) Management by objectives(MBO)
- d) Parties to IR and their Role.

**SECTION - II**

Q.7) Answer the following: (20 Marks X 1 = 20 Marks)

Supposing your company intends to set up a subsidiary in Thailand. Which country's nationals do you recruit to head the subsidiary—India, Thailand, or any other country? Justify.

Q.8) Answer the following: (20 Marks X 1 = 20 Marks)

Assume that 20 new sales executives are selected for marketing a new product for company manufacturing Consumer Durables. Design an Induction Training Programme for the sales executives.

Q.9) Answer the following: (20 Marks X 1 = 20 Marks)

Critically analyze pros and cons of Performance Based Payment in present era.

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