

(Please write your Exam Roll No.)

Exam Roll No. ....

# END TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY – JUNE 2019

Paper Code: BBA-202

BBA(TTM)-202

BBA(MOM)-202

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

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

- Q1 Explain the importance of HRM. Describe the paradigm shift in HRM from its evolution to recent times.
- Q2 What is strategic HRM? Small firms, like large enterprises, must engage in developing clearly stated strategic plans. Why?
- Q3 What is the relationship between job analysis and job description? "Job analysis is used to provide answers to several questions." Identify those questions.
- Q4 (a) What are the costs of a bad quality selection?  
(b) Assume you are a HR manager at a firm. Your Accounts Manager has decided that a behavioural interview to select accountants will solve many hiring problems. What can you tell the manager about this type of interview and whether it is likely to be effective?
- Q5 Why is a needs assessment a requirement for determining what training should be provided? Describe the various non-classroom methods of training.
- Q6 What is performance appraisal? Explain the advantages and disadvantages of any two appraisal methods.
- Q7 Why should an organization be concerned about employee safety and health? Outline the steps you would follow in developing an effective safety management program in an educational institute.
- Q8 As a HR manager how can you manage the following in your organization:  
(a) Career plateauing  
(b) Employee separations, promotions/demotions

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