

**Faculty of Business Management****BBA II-Year, CBCS-III Semester Backlog Examinations –June/July, 2022****PAPER: Human Resource Management**

Time: 3 Hours

Max Marks: 80

**Section-A**I. Answer any *five* of the following (5x4=20 Marks)

1. What is HR policy?
2. Write a short note about job restructuring.
3. What do you mean by retraining?
4. What is the importance of employee health and safety?
5. Write a brief note about 360<sup>o</sup> appraisal
6. What is meant by selection?
7. What is standing order?
8. What do you mean by job enrichment?

**Section-B**

II. Answer the following (5x12=60 Marks)

9. (a) Distinguish between personnel management and human resource management.

(OR)

(b) What are the objectives of HRM? Explain in detail.

- 10.(a) What do you mean by job analysis? Explain different approaches to it.

(OR)

(b) What are the steps involved in selection process? Write in detail.

- 11.(a) What do you mean by employee orientation? Explain its importance.

(OR)

(b) Discuss the role and importance of career planning.

- 12.(a) What do you mean by industrial relations? Discuss its importance.

(OR)

(b) Write in detail about collective bargaining.

13. (a) Narrate different methods of performance appraisal.

(OR)

(b) Explain the impact of quality of work life on organizational climate and culture.

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**Section-A**

- I. Answer any *five* of the following questions (5x4=20 Marks)
1. Write about Personnel management vs Human Resource management?
  2. What is job enrichment?
  3. Write the benefits if development?
  4. What is the role of standing orders?
  5. Write about Management by objectives?
  6. What are the advantages of career planning?
  7. What do you mean organization culture?
  8. Write about collective bargaining?

**Section-B**

- II. Answer the following questions (5x12=60 Marks)
- 9.(a) Discuss the nature and objectives of Human Resource Management.  
9. (OR)  
(b) Explain the impact of globalization on Human Resource policy and practice?
- 10.(a) Discuss the importance of job evaluation. Explain various methods of job evaluation.?  
(OR)  
(b) What is the difference in recruitment and selection? Explain the process of selection?
- 11.(a) Discuss the benefits and limitations of career planning and development. What steps can be taken to make it more effective?  
(OR)  
(b) Discuss training and retraining? How training can be converted as strategic function. Explain with suitable examples?
- 12.(a) Explain the objectives, characteristics and types of industrial relations?  
(OR)  
(b) Highlight the various legal provisions for industrial safety and employee's health in industries.
- 13.(a) Explain the impact of organizational climate in Human Resource Management?  
(OR)  
(b) What is Quality of work life? Discuss about Walton Model of Quality of Work Life?

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