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BBABMC 261/BBMBMC 261

Credit Based IV Semester B.B.A./B.B.M. Examination, September 2022

(2012 Scheme)

HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 120

SECTION – A

1. Answer **any ten** questions in **one** or **two** sentences **each**. (2 marks each) (10×2=20)

- a) What is panel interview ?
- b) Give the meaning of orientation.
- c) What is shift transfer ?
- d) What is job design ?
- e) What is aptitude test ?
- f) What is minimum wage ?
- g) What is stress interview ?
- h) What is demotion ?
- i) What is production transfer ?
- j) What is reference check ?
- k) Give any two examples of 'fringe benefits'.
- l) What is placement ?

SECTION – B

Answer **any five** questions in **not** more than **2** pages **each**. (8 marks each) (5×8=40)

2. Explain the importance of H. R. Management.
3. Explain the factors affecting recruitment.

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4. Explain various types of selection tests.
5. Distinguish between HRM and personnel management.
6. What are the guidelines to make an interview effective ?
7. What are the essentials of a sound wage and salary structure ?
8. What is job analysis ? Explain the objectives of job analysis.

SECTION – C

Answer in **not** more than **6** pages **each**. (20 marks **each**)

(3×20=60)

9. Define human resource management. Explain the functions of human resource management.

OR

Explain the process of human resource planning.

10. What is selection ? Explain the steps involved in scientific selection.

OR

Explain different modes of employee separation.

11. A) Explain the features of a good promotion policy. 10

B) Kalyan Gold India Ltd. is one of the fast growing manufacturers of electronic goods in Bangalore. Because of the recent downsizing in most state level public sector undertakings in Karnataka, each job opening in the state attracts five times more applications than it did just a few years ago. An Engineering position (thanks to over 225 engineering colleges in the State) is likely to generate as many as 500 applicants. You would think that under the circumstances, finding employees would be easy, but the widespread lay-offs made during the downsizing and the need for people to seek new career paths, have created a glut of less-than-qualified applicants. 10

- 1) What selection tools can Kalyan Gold India Ltd. use to get the most qualified employees from its vast pool of job seekers ?
 - 2) In general, which selection tools do you think are the best predictors of job performance ?
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