



Reg. No. :

Name :

Second Semester B.B.A. Degree Examination, August 2018
Career Related First Degree Programme Under CBCSS
BM – 1242 : HUMAN RESOURCE MANAGEMENT
(2014-16 Admns.)

Time : 3 Hours

Max. Marks : 80

SECTION – A

I. Answer **all** questions in **one** or **two** sentences. **Each** question carries **1** mark.

- 1) What do you understand by Human Resource Management ?
 - 2) What is Stress Interview ?
 - 3) What is induction ?
 - 4) What is Time Wage System ?
 - 5) What is the meaning of job enrichment ?
 - 6) What do you mean by 'Off-the-job training' ?
 - 7) What do you understand by fringe benefits ?
 - 8) What is TQM ?
 - 9) What is team building ?
 - 10) What is outsourcing ?
- (1×10=10 Marks)**

SECTION – B

II. Answer **any 8** questions. **Each** question carries **2** marks.

- 11) Briefly explain the scope of human resource management.
- 12) Explain the role of Human Resource Manager.
- 13) Enumerate the various steps in the Human Resource Planning Process.
- 14) Discuss the different types of interview.
- 15) What are the advantages of internal sources of recruitment ?

- 16) Discuss the types of management development.
- 17) Mention any two types of selection tests.
- 18) Give a brief account of simulation.
- 19) Name any two characteristics of MBO.
- 20) Explain briefly the principal systems of wage payment.
- 21) Write a short note on basic wages.
- 22) Give any two objectives of training. **(2×8=16 Marks)**

SECTION - C

III. Answer any 6 questions. Each question carries 4 marks.

- 23) Explain the significance of Human Resource Planning in an organization.
- 24) What are the features of collective bargaining ?
- 25) What are the essential conditions for the success of collective bargaining ?
- 26) Distinguish between training and development.
- 27) What are the characteristics of performance appraisal ?
- 28) What is profit-sharing ? What are the advantages of profit-sharing ?
- 29) What are the factors which contribute to Quality of Work Life ?
- 30) Define Performance Appraisal. What are the objectives of Performance Appraisal ?
- 31) What are the advantages of offering fringe benefits ? **(4×6=24 Marks)**

SECTION - D

IV. Answer any 2 questions. Each question carries 15 marks.

- 32) Define recruitment. Discuss the internal as well as the external sources of recruitment.
- 33) What is Human Resource Planning ? What are its benefits to an organisation ?
- 34) Discuss the steps involved in scientific selection process.
- 35) Discuss the different methods available to measure and appraise employees' performance. **(15×2=30 Marks)**