

Code No. : 10217 E Sub. Code : SMBA 63

B.B.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2022.

Sixth Semester

Business Administration — Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2017 onwards)

Time : Three hours Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Which one of the following is an operational function of Human resource management?
(a) planning
(b) co-ordinating
(c) controlling
(d) Human resource development
6. Which one is not an advantage of external source of recruitment?
(a) new blood (b) more competition
(c) less expensive (d) less partial
7. How performance appraisal can contribute to a firm's competitive advantage?
(a) ensures legal complaints
(b) minimizing job dissatisfaction
(c) improves performance
(d) all the above
8. Successful defenders use performance appraisal for identifying ———
(a) staffing needs (b) job behaviour
(c) training needs (d) none of the above
9. Parties to industrial relation are
(a) ILO, Govt, Association Employees
(b) ILO, Govt, IMF
(c) ILO, Board of Directors, Association of Employees
(d) Govt, Board of Directors, Association of Employees

2. The problems of employees at work are solved through
(a) organizational environment
(b) rational policies
(c) organizational climate
(d) none of the above
3. On the date of joining the employee is introduced to the company and other employees is called as ———
(a) training (b) induction
(c) introduction (d) fresher welcome
4. Which one of the following is not a part of the process of human resource planning?
(a) Implementation of HR plan
(b) Analysing the organisational objectives
(c) Analysing the existing HR
(d) Recruitment
5. ——— can be defined as process of choosing right person for the right job.
(a) Selection (b) Recruitment
(c) Induction (d) Orientation

10. Which of the following department has major interest in harmonious industrial relations?
(a) HR (b) Production
(c) Finance (d) Marketing

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).
Each answer should not exceed 250 words.

11. (a) What are the objectives of human resource management?
Or
(b) Point out the characteristics of Human resource management.
12. (a) Briefly explain the need for Human resource planning.
Or
(b) Mention the steps involved in job analysis process.
13. (a) Distinguish between recruitment and selection.
Or
(b) What are the advantages and disadvantages of on-the-job training?

14. (a) What are the guidelines to overcome the performance evaluation problems?

Or

- (b) Write about the types of promotion.

15. (a) Identify the need for good industrial relation.

Or

- (b) What are the advantages of grievance redressal procedure?

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b)
Each answer should not exceed 600 words.

16. (a) Explain the functions of Human resource management.

Or

- (b) Explain the role of Human resource manager in an organisation.

17. (a) Explain the methods of collecting data for job analysis.

Or

- (b) What are the guidelines for effective human resource planning?

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18. (a) Explain the different types of selection test.

Or

- (b) Elucidate the internal sources of recruitment.

19. (a) Identify the need and importance of performance evaluation.

Or

- (b) List out the purposes of transfer.

20. (a) Explain the grievance redressal methods.

Or

- (b) How to improve industrial relation in an organisation?
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