

B.B.A. (Part—II) Semester—III Examination
BBA-301 : HUMAN RESOURCE MANAGEMENT

Time : Three Hours]

[Maximum Marks : 80

Note :— ALL questions are compulsory.

SECTION—A

Select correct option for each of the following.

1. Human Resource Management is primarily concerned with :
(a) Sales (b) Dimensions of people
(c) External environment (d) Internal environment 1
2. HRM aims to maximize employees as well as organizational :
(a) Effectiveness (b) Economy
(c) Efficiency (d) Time 1
3. HRM function does not involve :
(a) Recruitment (b) Selection
(c) Cost control (d) Training 1
4. Which one is not the specific goal of Human Resource Management ?
(a) Attracting applicants (b) Separating employees
(c) Retaining employees (d) Recruitment 1
5. Poor quality of selection will bring extra cost on :
(a) Training (b) Recruitment
(c) Work Quality (d) None of these 1
6. What is the natural perception of people on the process of recruitment and selection ?
(a) Positive (b) Negative
(c) Both Positive and Negative (d) None of these 1
7. Introducing an employee to the job and to the organization is called as :
(a) Internship (b) Induction
(c) Training (d) Placement 1
8. Recruitment from college campus is _____ method of recruitment.
(a) Indirect (b) Third party
(c) Direct (d) None of these 1
9. Which of the following is a short term process ?
(a) Training (b) Development
(c) Introduction (d) Education 1

10. On-the-job training is conducted through :
- (a) Understudy (b) Experience
(c) Coaching (d) All of these 1
11. ___ ___ refers to the learning opportunities designed to help employees grow.
- (a) Training (b) Development
(c) Education (d) All of these 1
12. Which of these is a hindrance to effective training ?
- (a) Career planning workshop
(b) Aggregate spending on training is inadequate
(c) Mentoring
(d) Career counselling 1
13. Minimum Wages are fixed by :
- (a) Trade Unions (b) Employees
(c) Employers (d) State Government 1
14. ___ ___ is a systematic approach for providing monetary value to the employees.
- (a) Salary (b) Allowances
(c) Compensation (d) Rewards 1
15. Which of the following is not a part of direct compensation ?
- (a) HRA (b) Medical Reimbursement
(c) Medical Assistance (d) Bonus 1
16. All of the following are forms of direct compensation except :
- (a) Fixed Pay (b) Statutory Benefits
(c) Variable Pay (d) None of these 1
17. Industrial Relations deal with :
- (a) Unionization (b) Interpersonal Relations
(c) Grievances and their solutions (d) All of these 1
18. Which is not a part of welfare aspect of HRM ?
- (a) Working conditions (b) Rest and lunch rooms
(c) Grievance redressals (d) Quarter facility 1
19. Which is not related to industrial relations ?
- (a) Joint Consultation (b) Union Management Relations
(c) Disciplinary Procedures (d) Training and Development 1
20. Kinds of bargaining issues that are related to certain jobs and are not mandatory are classified as :
- (a) Illegal issues (b) Permissive issues
(c) Non-permissive issues (d) Provisional issues 1

SECTION—B

1. (a) Explain HRM and scope of HRM.
OR
(b) What are the objectives of HRM ? 4
2. (a) Discuss the sources of recruitment.
OR
(b) Explain the meaning and scope of recruitment. 4
3. (a) Explain the concept of training along with its significance.
OR
(b) Explain the concept of development along with its significance. 4
4. (a) Explain the concept of pay for performance.
OR
(b) Explain variable compensation methods. 4
5. (a) What is the importance of Industrial Relations ?
OR
(b) What are the advantages and disadvantages of Trade Union ? 4

SECTION—C

1. (a) Explain the functions and objectives of HRM.
OR
(b) Explain the concept of HR planning along with planning process. 8
2. (a) Explain the types of interviews.
OR
(b) Discuss the advantages and disadvantages of external sources of recruitment. 8
3. (a) What are the methods of training ?
OR
(b) Explain the concept and process of training. 8
4. (a) Explain the concept and classification of wages.
OR
(b) Explain the meaning, purpose and uses of performance appraisal. 8
5. (a) Explain the importance of discipline at workplace.
OR
(b) Write a note on preventive measures for industrial disputes. 8

