

END TERM EXAMINATION

FOURTH SEMESTER [BBA/BBA(TTM)], MAY – 2011

Paper Code : BBA/BBA(TTM) - 202

Subject : Human Resource Management

Paper Id : 17/50202

Time : 3 Hours

Maximum Marks : 75

Note : Attempt any Six questions in all. Q. 1 is compulsory. Q. 2 to Q. 8 are of 12 marks each.

Q. 1. Answer any **Five** of the following as short notes : (5×3)

- (a) Difference between I.Q. and E.Q.
- (b) ESOP, TOM, Kaizen and Six Sigma.
(Give brief explanations to these terms)
- (c) Methods of training.
- (d) "OSHA" in context to Health and Safety Measures.
- (e) Job description and Job specification.
- (f) Significance of an Induction Programme.
- (g) Personnel Management Vs. HRM.
- (h) Difference between Mentoring and Coaching.

Q. 2. Comments on the following statements :

- (a) Human Resource Planning is a futile exercise in the fast changing environment. (6)
- (b) Performance Appraisal does not stop at appraising employees, it goes on to managing performance. (6)

Q. 3. (a) Discuss the relevance of using Psychological Tests in employer selection. (6)

- (b) Suggest some measures to prevent the perception / psychological errors in using the psychological tests. (6)

Q. 4. Explain the term “Training Need Analysis”. What is its relevance in a training programme? How is it carried out? (12)

Q. 5. How is traditional HRM different from the strategic one? Explain the development of the HRM profession. (12)

OR

Comments on the various strategic HRM themes of the HR - performance linkage : reengineering, leadership, competency mapping and workplace learning.

Q. 6. Explain the benefits of a healthy and safe workplace. What is the role of HRM specialist in providing a safe and healthy environment for employees? (12)

Q. 7. (a) What does job-evaluation have to do with internal equity and efficiency? (6)

(b) Is there any difference between “Potential Appraisal” and “Succession Planning”? What is the purpose of both? (6)

Q. 8. How would you as an HR Manager select the best candidate in a selection interview for the post of Manager “Corporate Social Responsibility Cell / Affairs” ? (12)

