

E 6379

(Pages : 2)

Reg. No.....

Name.....

B.B.A. DEGREE (C.B.C.S.S.) EXAMINATION, OCTOBER 2013

Fifth Semester

Core Course—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum Weight : 25

Part A

Answer all questions.

Each bunch of four questions carries a weight of 1.

- I. 1 Human Resource Planning is also termed as _____.
2 _____ refers to the process of finding and attracting capable applicants for employment.
3 _____ refers to the assignment of a new employee to his or her job.
4 GMAT refers to _____.
- II. 5 _____ refers to a horizontal movement of an employee from one job to another.
6 On the job training is mostly given for _____.
7 TAT refers to _____.
8 Management by Objective (MBO) concept was conceived by _____.
- III. 9 Voluntary Retirement Scheme is also called as _____.
10 _____ is a technique used to establish the relative worth of jobs in a job hierarchy.
11 _____ is a formal process of assessing the actual performance of a worker as compared to pre-determined goals and standards.
12 _____ refers to training which is not part of everyday job activity.
- IV. 13 Paired comparison is a method of _____.
14 If more than one person interviews an applicant at the same time it is called _____.
15 The rate of change in the working staff of a concern during a definite period is called _____.
16 _____ refers to the process of collecting job related data.

(4 × 1 = 4)

Part B

Answer any five questions.

Each question carries a weight of 1.

- 17 What is Manpower Planning ?
18 What do you understand by "Selection" ?
19 What is Group Interview ?

Turn over

- 20 Write a note on "Retraining" ?
- 21 What is meant by career planning ?
- 22 What are fringe benefits ?
- 23 What is meant by Job Design ?
- 24 Explain the term "Living Wage".

(5 × 1 = 5)

Part C (Short Answer Questions)

Answer any four questions.

Each question carries a weight of 2.

- 25 Describe the role of a personal manager in an organisation.
- 26 Enumerate the essential elements of good wage system.
- 27 Describe the benefits of training to an organisation.
- 28 Distinguish between Recruitment and Selection.
- 29 Why is staffing an important function of management in all organisations ?
- 30 Discuss the relative merits and demerits of seniority and merit as the bases of promotion.

(4 × 2 = 8)

Part D (Essay Type Questions)

Answer any two questions.

Each question carries a weight of 4.

- 31 Explain the various external sources of recruitment. Mention the merits and demerits of external sources of recruitment.
- 32 What is Performance Appraisal ? Discuss the advantages and limitations of using MBO in performance appraisal.
- 33 What do you understand by profit sharing ? Discuss its features, advantages and limitations.

(2 × 4 = 8)