

B.B.A DEGREE (C.B.C.S.S.) EXAMINATION, OCTOBER 2014**Fifth Semester****Core Course – HUMAN RESOURCE MANAGEMENT**

Time : Three Hours

Maximum Weight : 25

Part A (Objective Type)*Answer all questions from this part.**Each bunch of four questions carries weight of 1.*

- I. 1. The enriched name of Personnel Management is _____.
2. _____ refers to the lists of human qualities and qualifications necessary to do the job.
3. _____ is concerned with picking the right candidate from the pool of applicants.
4. Psychological test is a tool for _____.
- II. 5. Simulation Technique is one of training methods used in _____ industry.
6. Wage sufficient for a male worker to support himself and his family by providing the basic necessities of life is known as _____.
7. Promotion based on _____ stimulates employee to improve their performance.
8. _____ refers to a lateral movement of an employee from one job to another in the same organisation without any significant change in status and pay.
- III. 9. _____ refers to the process of theoretical learning in classrooms.
10. 360 degree method relates to _____.
11. The purpose of Job evaluation is _____.
12. The description of various degrees of behaviour with regard to a specific performance dimension are called _____.
- IV. 13. _____ is a group of positions involving same duties, responsibilities, knowledge and skills.
14. The overall intellectual ability of a person is measured with the help of _____ tests.
15. The wage which depends on productivity of labour, the level of national income and distribution and the place of the industry in the economy of the country, is known as _____.
16. _____ is the process of making new employees familiar with the organisation, work environment, existing staff and work rules.

(4 × 1 = 4)

Turn over

Part B

Answer any five questions.

Each question carries a weight of 1.

17. What is Job Analysis?
18. What is Labour Turnover?
19. What is Placement?
20. What is Stress Interview?
21. What is Recruitment?
22. Define Human Resource Management.
23. Explain the concept 'Profit Sharing'.
24. Compare Job evaluation and Performance appraisal.

(5 × 1 = 5)

Part C

Answer any four questions.

Each question carries a weight of 2.

25. Explain the objectives of Human Resource Management.
26. What is career planning? Discuss the objectives.
27. What is promotion? Explain the basic characteristics of a sound promotion policy.
28. What are the factors affecting wage policy?
29. Explain in brief the steps involved in selection procedure.
30. What is meant by manpower planning? Why is it important?

(4 × 2 = 8)

Part D

Answer any two questions from this part.

Each question carries a weight of 4.

31. Discuss the functions of Human Resource Management.
32. Describe the methods of Performance Appraisal.
33. What is training? Describe the various methods used for training of workers.

(2 × 4 = 8)