



KA-3559
Second Year B. B. A. (Sem. III) (CBCS)
Examination
October/November – 2012
Human Resource Management : Paper - I

Time : Hours]

[Total Marks : 70

Instructions :

(1)

नीचे दृशविक <input type="checkbox"/> निशा-नीवाणी विगतो उत्तरवही पर अवश्य बपवी. Fillup strictly the details of <input type="checkbox"/> signs on your answer book.	Seat No.:
Name of the Examination :	<input type="text"/>
<input type="checkbox"/> S. Y. B. B. A. (Sem. 3) (CBCS)	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="checkbox"/> Human Resource Management : Paper - 1	<input type="text"/>
Subject Code No.:	Student's Signature
<input type="text" value="3"/> <input type="text" value="5"/> <input type="text" value="5"/> <input type="text" value="9"/>	<input type="text"/>
Section No. (1, 2,.....) :	<input type="text" value="NIL"/>

- (2) All questions are compulsory.
(3) Figures to the right indicate full marks allocated to that question.

- 1 Briefly explain the following terms : (any five) 10
- (a) Job Enlargement
 - (b) Body Shopping
 - (c) Induction
 - (d) Training Need Assessment
 - (e) Succession Planning
 - (f) Job Specification

- 2 List down any six objectives of HRM. Also discuss the limitations of HRM. 10

OR

Explain any three operative functions of HRM. 10

- 3 Answer the following : (any two) 20

- (a) Draft a Job Description for the position of a Salesman. Also discuss the different ways in which the job of a salesman can be enriched ?

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[Contd.....

- (b) Define 'Human Resource Planning'. Discuss in detail the importance of having a formal HRP in an organization.
- (c) Discuss the process of Job Analysis. Explain observation method of Job Analysis and mention for which kind of job this method is applicable.
- 4 Write short notes : (any two) 14
- (a) Selection Interview
- (b) Decentralized Recruitment
- (c) Factors affecting Recruitment
- 5 (a) What is Career Planning ? What are the advantages of Career Planning and Development to an individual employee ? 8
- (b) Define 'Training'. Give any two reasons for evaluating training programmes and explain various criteria for evaluation. 8
- OR**
- 5 (a) Discuss the concept of career and explain Career Stages. 8
- (b) List down any four objectives of training and discuss the merits and demerits of On-the-Job Training. 8