

Roll No.

Total Pages : 3

301302

December 2023

BBA (Gen) III SEMESTER

Human Resource Management (BBA-G-302)

Time : 3 Hours]

[Max. Marks : 75

Instructions :

1. *It is compulsory to answer all the questions (1.5 marks each) of Part-A in short.*
2. *Answer any four questions from Part-B in detail.*
3. *Different sub-parts of a question are to be attempted adjacent to each other.*

PART-A

1. (a) Differentiate between HRM and Personnel Management. (1.5)
- (b) What HR functions can be outsourced? (1.5)
- (c) What are the key challenges that HRM faces in a globally competitive environment? (1.5)
- (d) Differentiate between recruitment and selection. (1.5)
- (e) Distinguish between training and development (1.5)
- (f) What is competency based HRM? (1.5)
- (g) What are the most common types of fringe benefits provided by organizations today? (1.5)

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- (h) What is a HRIS and what are its primary functions in an organization? (1.5)
- (i) Outline the key components of an employee welfare program (1.5)
- (j) What is succession planning? (1.5)

PART-B

- 2. Describe the core functions of HRM in an organization. How do HRM objectives align with the overall strategic goals of the company? Give example. (15)
- 3. (a) What are the key steps involved in the human resource planning process? (8)
- (b) What are the advantages and disadvantages of internal vs. external recruitment? (7)
- 4. What are the different approaches to job design? How can a well-designed job contribute to employee motivation and satisfaction? (15)
- 5. What are the steps involved in the training and development process, from needs assessment to evaluation? Discuss in detail. (15)
- 6. What are the various methods used by organizations for assessing employee performance? How can organizations link performance appraisal outcomes to compensation and career development decisions? (15)

- 7. What are the common causes of industrial disputes in the workplace? How can they be identified and addressed proactively? (15)
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