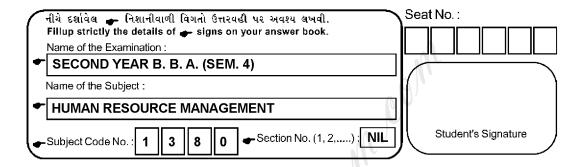


## SB-1380

# Second Year B. B. A. (Sem. IV) Examination March/April - 2011 Human Resource Management

Time: 3 Hours] [Total Marks: 70

## **Instruction:**



1 Answer in brief: (any six)

- **12**
- (a) List down any four objectives of Human Resource Management.
- (b) List down the guidelines for successful Human Resource Planning.
- (c) What is Induction Training? How is it important?
- (d) Discuss the components of Employee Remuneration.
- (e) What are Intra-mural welfare facilities? List down at least four examples of intra-mural welfare facilities.
- (f) Explain the term 'Placement'.
- (g) List down the purpose of giving promotion to an employee.
- 2 Define Human Resource Management. Differentiate between 10 Personnel Management and HRM. Also list down at least six limitations of HRM.

OR

2 Define Human Resource Planning. Explain the process of Human Resource Planning.

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3 Define 'Recruitment'. How is it different from 'Selection'? 10 Discus the various external sources of Recruitment.

#### OR

- 3 Define 'Training'. Discuss its importance to an employee. 10 Also discuss the process of 'training need identification'.
- 4 Differentiate between Promotion and Transfer. Discuss the 10 objectives of employee transfer. Also discuss the factors affecting transfer.

#### OR

- 4 What is Performance Appraisal? Explain the Essentials 10 of Sound Performance Appraisal System.
- 5 What are Incentive Plans? Discuss in detail the essentials 10 of a sound incentive plan.

### OR

- 5 Define 'Industrial Relations'. Discuss the role of the different participants in Industrial Relations. Also discuss the role of labour unions in employee welfare.
- **6** Write short notes: (any three)

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- (a) Scope of Human Resource Audit
- (b) HRIS
- (c) Process of Performance Appraisal
- (d) Application Blank
- (e) Time Wage System.

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