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Total No. of Pages : 02

Total No. of Questions : 09

**BBA (2012 & Onwards Batches)/BRDM
(Bachelor in services industry management)(SIM)
(2014 & Onwards Batches) (Sem.-3)**

HUMAN RESOURCE MANAGEMENT

Subject Code : BBA-301

Paper ID : [C1164]

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTION TO CANDIDATES :

1. **SECTION-A is COMPULSORY** consisting of **TEN** questions carrying **TWO** marks each.
2. **SECTION-B** consists of **FOUR** Sub-sections : **Units-I, II, III & IV.**
3. **Each Sub-section** contains **TWO** questions, carrying **TEN** marks each.
4. **Student has to attempt any ONE** question from each Sub-section.

SECTION-A

1. Write briefly :

- a. Challenges of HRM Practices in India.
- b. Recruitment Practices in India.
- c. Methods of Executive Development.
- d. What should be rated in Performance Appraisal?
- e. Promotion Practices in India.
- f. Limitations to Job Evaluation.
- g. Organizational Climate for Management Development.
- h. Ethics of Appraisal.
- i. Job Enlargement vs. Job Enrichment.
- j. Centralized vs. Decentralized Recruitment.

SECTION-B

UNIT-I

2. Discuss the need for HRM approach.
3. Describe the changing scope of Personnel Administration in light of technological changes and globalization.

UNIT-II

4. Define Job Specification. How is it different from Job Description?
5. Critically examine the Engineering Approach to Job Design.

UNIT-III

6. Explain various tests used in a Selection Process.
7. What is an interview? What purpose does it serve? Describe various types of interviews.

UNIT-IV

8. What is the need of training and development in an organization? How will you differentiate between training and development?
9. What obstacles arise in Performance Appraisal? Discuss the essentials of effective Appraisal.