



RB-1733

Second Year B. B. A. (Sem. IV) Examination
April / May – 2010
Human Resource Management

Time : 3 Hours]

[Total Marks : 70

Instructions :

(1)

नीचे दशांशविले निशानीवाणी विगतो उत्तरवडी पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="S. Y. B. B. A. (Sem. 4)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Human Resource Management"/>	<input type="text"/>
Subject Code No. : <input type="text" value="1"/> <input type="text" value="7"/> <input type="text" value="3"/> <input type="text" value="3"/>	<input type="text" value="Student's Signature"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	

- (2) All questions are **compulsory**.
- (3) Figures on the right against each question indicate full marks for the question.
- 1 Answer in brief : (any **five**) **10**
- (a) State any four objectives of employee training.
 - (b) Explain the term 'Placement'.
 - (c) What do you mean by 'Fringe Benefits' ? Give any two examples.
 - (d) What do you mean by the terms 'Manpower Inventory' and 'Skill Inventory' ?
 - (e) State any four external factors affecting Recruitment.
 - (f) What is 'Demotion' ? Give any two reasons for demotion.
- 2 Define 'Human Resource Management'. Discuss the operative functions of HRM in detail. **12**

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[Contd...

- 3 (a) HDFC Bank is looking for recruitment of sales personnel. Comment on the following sources of recruitment for this post : 4
- (i) Other Private Banks
 - (ii) Campus recruitment from Management Institutes
 - (iii) Employment Exchange.
- Which is the best source according to you ? Why ?
- (b) Define 'Human Resource Planning'. Why is it desirable to carry out formal Human Resource Planning in an organisation ? 8
- OR**
- 3 (a) Selection is considered as a negative process of rejection. Justify this statement in the light of selection process. 8
- (b) Give any four differences between Training and Development. 4
- 4 (a) Explain the process of Performance Appraisal. 6
- (b) Differentiate between Transfer and Promotion. Also discuss the factors affecting transfer. 6
- OR**
- 4 (a) Explain 'Induction Training'. 5
- (b) Define 'Human Resource Information System'. Discuss the steps in designing a sound HRIS. 7
- 5 (a) What is Time Wage System ? Differentiate it with Piece wage system. Discuss the conditions under which time wage system is more suitable. 7
- (b) Discuss the role of various participants in Industrial relations. 5
- OR**
- 5 (a) Define Human Resource Audit. Discuss the scope of H. R. Audit. 5
- (b) Discuss the essentials of a sound incentive plan. 7
- 6 Write short notes : (any two) 12
- (a) Duties of Labour Welfare Officer
 - (b) Essentials of an effective performance appraisal system
 - (c) Seniority v/s. Merit as a basis for Promotion.