

END TERM EXAMINATION

THIRD SEMESTER [BBA] FEBRUARY 2023

Paper Code: BBA205

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

Note: Attempt five questions in all including Q.No.1 which is compulsory.

Q1 Write **Short note on three:**

(3x5=15)

- a) Human Capital
- b) Induction Process
- c) Career planning and career development
- d) Evolution of Human Resource Management

Q2 Discuss the importance of Human Resource Management in the present day competitive environment. Distinguish between Human Resource Management and Personnel Management. (15)

Q3 What do you understand by employee empowerment? Describe various approaches to empowerment in brief. Discuss the process of Job Analysis. (15)

Q4 Human Resource Planning involves the movement of an organization, from its current manpower needs to the desired manpower needs. Discuss the various steps in Human Resource Planning. (15)

Q5 Discuss the need for scientific selection process. Briefly explain different tests used in the selection of employees. (15)

Q6 Indicate the steps needed in recruitment of the employee. What different precautions HR manager has to take at the time of recruitment? (15)

Q7 What are the limitations of conventional performance appraisal methods? Explain? How does 360 degree appraisal technique overcome these limitations? Examine. (15)

Q8 Critically examines the social security benefits available to industrial workers in one country. What steps will you suggest to improve them?(15)

Human Resource Nquestion Paper

**Karl F. Price, Charles H. Fay, Richard J.
Niehaus**

Human Resource Question Paper:

Human Resource Management Ugc Jrf-slet Net Gurpreet Randhawa,2006 This book on human resource management is a modest attempt to help the students preparing for various competitive examinations like UGC NET SLET College Cadre Lecturers etc The book seeks to provide a comprehensive view on the above said subjects It contains the objective type questions having multiple choices The right answers to these questions are given in the form of a asterik mark in the end of questions

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Human Resource Management in Europe Manuel Simon, 2007-01-20 Scientific Essay from the year 2006 in the subject Business economics Business

Management Corporate Governance grade 96 Prozent Beijing Institute of Technology course Human Resource Management in International Firms language English abstract This paper analyzes in how far human resource management HRM of the United States of America USA will influence European HR practices When investigating the special features of American and European HRM it becomes obvious that the USA is characterized by low level of state interference and stronger emphasize on individualism In contrast in Europe greater involvement of the states and European supranational agencies as well as huge organizational and managerial responsibility towards employees is usual What is more trade unions have a high social legitimacy in Europe compared to the USA Nevertheless due to different cultural and institutional perspectives of the individual European countries it is difficult to define a common HRM model within Europe Hence the discussion of various regional clusters arose in recent years Although some European countries move towards directional convergence whether countries share the same trend final convergence whether countries are becoming more alike is still far from being realized Consequently it should be assumed that neither American HR practices will significantly influence European HRM nor that Europe will lead towards convergence of a common model in the future Countries will continue to be different in their HR practices due to their unique cultural and institutional frameworks

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