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**BBABMC 261/BBMBMC 261**

**IV Semester B.B.A./B.B.M. Degree Examination, April/May 2019**

*(Credit Based Semester Scheme)*

*(2012 Scheme)*

**HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours]

[Max. Marks : 120

**Instructions :** *A single answer booklet containing 40 pages will be issued. No additional sheets will be issued. Follow the instructions strictly.*

**SECTION - A**

1. Answer **any ten** of the following in **1** or **2** sentences each : **(10 × 2 = 20)**
- What is job enrichment?
  - State the two differences between HRM and Personnel Management.
  - What is Panel Interview?
  - What is Body Shopping?
  - What is reference check?
  - What is job rotation?
  - What is demotion?
  - What is retrenchment?
  - What is production transfer?
  - What is job enlargement?
  - What is fair wages?
  - Explain any two qualities of human resource manager.

Shri Dharmasthala Manipal Institute of Technology  
College of Business Management, Mangalore  
MANGALORE - 575 003

**SECTION - B**

Answer **any five** questions in not more than **2** pages each : **(5 × 8 = 40)**

- Explain the characteristics of Human Resource Management.
- Explain the importance of Human Resource Policies.



4. What is job analysis? Explain the objectives of job analysis.
5. Explain various process of selection.
6. What is induction? Explain the objectives of induction.
7. Explain employee separation and types of separation.
8. Explain the objectives of transfer.

**SECTION - C**

Answer **all** the questions in not more than **6** pages each : **(3 × 20 = 60)**

9. (a) Explain the functions of Human Resource Management.

Or

- (b) What is human resource planning? Explain the importance and guidelines to make an effective human resource planning.

10. (a) What is recruitment? Explain the sources of recruitment.

Or

- (b) Explain the criteria for promotion and explain promotion policy and its benefits.

11. (a) Explain the characteristics of a good wage payment system and factors involved in determining salary. **(10)**

- (b) Suppose you are the industrial relation manager of a large textile mill in Bangalore, employing 1000 regular and 500 badli workers, what would be your approach in the following situations? **(10)**

- (i) A militant trade union has declared a strike in the textile industry which has only a minority followings in your mill.
- (ii) The top management has populated a policy to gradually modernize the mill section wise. You expect resistance from a part of the workers and the top management wants you to tackle the workforce.
- (iii) Workers in the third shift have demanded a special accident allowance which is under the consideration of the tribunal. Weavers unions have now threatened a strike for this demand.





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- (iv) Though your mill has provided all the statutory welfare amenities there is a lot of late coming and absenteeism in the third shift. A few workers are also sleeping during working hours.

Their main complaint is lack of sufficient transport facilities.

Questions :

- (1) What should be the employee compensation scheme?
  - (2) What kind of disciplinary action can be taken to improve the situation?
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