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**BBMBMC 261**

**Credit Based Fourth Semester B.B.M. Degree Examination, April/May 2014  
(2012 Onwards Scheme)**

**HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 120

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

**SECTION – A (2 marks each)**

**(2×10=20)**

1. Answer any ten questions in one or two sentences each :

- What do you mean by transfer ?
- Give the meaning of orientation.
- What is stress interview ?
- State any two merits of H.R. planning.
- Give the meaning of job design.
- What is retrenchment ?
- What do you mean by fair wages ?
- State any two causes of demotion.
- What is compensation ?
- What do you mean by job evaluation ?
- What is placement ?
- Give the meaning of H.R. policy.

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**SECTION – B (8 marks each)**

**(8×5=40)**

Answer any five questions in not more than two pages each :

- Explain the importance of H.R. management.
- What are the qualities of a successful H.R. manager ?

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4. What are the merits and demerits of internal sources of recruitment ?
5. Explain the essentials of an effective promotion policy.
6. What are the factors determining employee compensation ?
7. Explain various types of interviews used in selection.
8. Distinguish between job enlargement and job enrichment.

**SECTION – C (20 marks each)****(20×3=60)**

Answer in **not more than 6 pages each** :

9. Explain the functions of H.R. management.

OR

Discuss the importance of H.R. policies. Explain various types of H.R. policies.

10. Explain the process of H.R. planning.

OR

Explain the steps in selection process.

11. a) Explain different methods of job evaluation. **10**

b) In 2009, the Indian subsidiary of a multinational refinery became a Government of India company. The Government company had announced an ambitious expansion programme which meant doubling the workforce in less than four years. In 2010 at the time of wage revision, the union and management agreed to a two-tier-pay structure. Those already employed will be eligible for a higher grade and those who are (to be) recruited a fresh will get a lower grade though Jobs are similar in skill, responsibility and effort. Both the union and the management justified that this is an innovative practice widely followed in deregulated companies abroad, particularly the airlines in North America.

**Questions :**

a) Is it a fair Judgement

b) As a H.R. Manager suggest the solution for this discrimination. **10**