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BBMBMC 261

**Credit Based Fourth Semester B.B.M. Degree Examination,
May/June 2016
HUMAN RESOURCE MANAGEMENT
(2012 Scheme)**

Time : 3 Hours

Max. Marks : 120

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

SECTION – A (2 marks each)

1. Answer **any ten** questions in **one or two** sentences **each** : **(2×10=20)**
- What do you mean by retrenchment ?
 - What is employee induction ?
 - Give the meaning of job specification.
 - What is "minimum wage" ?
 - What is achievement test ?
 - What do you mean by panel interview ?
 - State any two qualities of a successful HR manager.
 - What do you mean by campus recruitment ?
 - Give meaning of discharge of employee.
 - What is human resource planning ?
 - State any two differences between promotion and transfer.
 - What is E-recruitment ?

SECTION – B (8 marks each)

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

- Explain the importance of HR policies.
- Write a note on job analysis.
- What are the essentials of a sound wage and salary structure ?

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5. Explain the different basis of promotion.
6. Write a note on employee separation.
7. Explain the different types of transfer.
8. What are the guidelines to make an effective interview ?

SECTION – C (20 marks each)

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

9. Define human resource management. Explain the functions of human resource management.

OR

Explain the process of human resource planning.

10. Explain the essentials for the success of job evaluation. What are its limitations ?

OR

Explain the various sources of recruitment. What are its merits and demerits ?

11. a) What are the factors to be considered while deciding employee compensation ? **10**
- b) Mr. Sharma, the personnel director for Platte Corporation has come to the conclusion that the firm has not been getting the better students from the college campuses that have been visited. Platte Corporation currently has recent recruits go back to their own campuses to conduct employment interviews for entry level management positions. This is based on the belief of the last personnel director that recent graduates are better able to develop a rapport with current college students. Other firms send older, more experienced interviewers to these campuses. Mr. Sharma is now considering a complete review of the recruitment practice of the firm in order to ensure that appropriate methods are being adopted. He believes that the first step is to review all the methods available and to determine when and for which labour market each is most effective. This seems a difficult job.

Questions :

- i) What recommendations would you make to Mr. Sharma to improve the recruitment for entry level management positions ?
- ii) Explain the labour market in which each of the recruitment methods will be most effective.