Reg. No. ☐☐☐☐☐☐☐☐☐

BBMBMC 261

Credit Based Fourth Semester B.B.M. Degree Examination, November/December 2015
(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 (2 marks each)   (2×10=20)

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

   a) What do you mean by induction ?

   b) What is panel interview ?

   c) Define selection.

   d) State any two qualities of a successful HR Manager.

   e) What is lay-off ?

   f) What do you mean by living wages ?

   g) Give the meaning of job enrichment.

   h) What is aptitude test ?

   i) What is salary ?

   j) Give the meaning of written policy.

   k) Write the meaning of demotion.

   l) What do you mean by campus recruitment ?

SECTION – B (8 marks each)   (8×5=40)

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

2. What are the objectives of HR Management ?

3. What are the contents of job analysis ?

4. Explain various types of selection tests.

5. Explain the essentials of a sound wage system.

6. Distinguish between HR Management and personnel management.

7. Explain the essentials of sound HR Planning .

8. What are the essentials of an effective promotion policy ?

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

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

9. What do you mean by HR Management ? Explain the operative functions of HRM.

OR

What do you mean by HR Planning ? Explain the factors influencing the HR Planning.

10. What is job analysis ? Explain job description and job specification.

OR

What do you mean by recruitment ? Explain different sources of recruitment.

11. a) What do you mean by job evaluation ? Explain the objectives of job evaluation.

    b) Omega India Ltd. is one of the fast growing manufacturers of electronic goods in Bangalore. Because of the recent downsizing in most State level public sector undertakings in Karnataka, each job opening in the state attracts five times more applications than it did just a few years ago. An engineering position is likely to generate as many as 500 applicants. You would think that under the circumstances, finding employees would be easy, but the widespread layoffs made during the downsizing and the need for people to seek new career paths, have created a glut of less-than-qualified applicants.

      1) What selection tools can the co. use to get the most qualified employees from its vast pool of job seekers ?

      2) In general, which selection tools do you think are the best predictors of job performance.