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BBMBMC 261

Credit Based Fourth Semester B.B.M. Degree Examination, April/May 2015
(2012 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 instructions **strictly.**

SECTION – A (2 marks each)

(2×10=20)

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

- State any two advantages of H.R. Planning.
- Write the meaning of telephone interview.
- Give the meaning of job enlargement.
- What do you mean by minimum wages ?
- What is separation ?
- What is shift transfer ?
- State any two objectives of job evaluation.
- What do you mean by general policy ?
- Write any two demerits of internal sources of recruitment.
- What is job design ?
- What do you mean by ability test ?
- State any two merits of seniority promotion.

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P.T.O.



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 human resource management ?
3. Explain the factors affecting recruitment.
4. What is job description ? What are the contents of job description ?
5. Explain the factors affecting the determination of wage system.
6. Explain the merits of induction programme.
7. Explain different modes of employee separation.
8. What are the principles of job evaluation programme ?

SECTION – C (20 marks each)

(20×3=60)

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

9. Define Human Resource Management. Explain its managerial and operative functions.

OR

What is job evaluation ? Explain the various techniques of job evaluation.

10. What is selection ? Explain the steps involved in scientific selection.

OR

What are the objectives of H.R. Planning ? Explain the process of manpower planning at the organisational level.

11. a) Explain the qualities of an effective H.R. Manager.
b) Mr. Prashanth, the founder and CEO of Adithya Pharma Ltd. faced a dilemma with regard to recruitment decision. Adithya Pharma Ltd. will commence commercial production from April 2016 and the company will need pharmacists with hands on experience of at least one year to take up the jobs in April 2016. Mr. Prashanth sought the advice of HR dept. to select a specific source



of recruitment as well as the time period to take up recruitment. H.R. dept. of the Co. is divided on the issue. The head of HRD centre advised to start recruitment in January 2014, employ the selected candidates by the end of March 2015 and train them in the HRD centre for a year. He further opted for the campus recruitment. The Assistant HR Manager in charge of compensation management advised to source the candidates from the existing Pharma companies and start the recruitment in Jan. 2014 and complete the employment process by the end of March 2014. The Chief of the HR dept. of the view that the jobs of pharmacists can be outsourced to one or two of the existing pharma companies experiencing the problem of overstaffing.

HR dept. could not solve the issue. However, they provided all these alternatives to the CEO alongwith the Pros and cons of each alternatives.

Questions :

- 1) Would be satisfied with the approach of the HR dept., if you were the founder and the CEO of the Co. ?
- 2) How do you decide upon the issue, if you were the founder and CEO of the Co. ?