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BBABMC 337

**Choice Based Credit System Fifth Semester B.B.A. Degree
Examination, February/March 2023
HUMAN RESOURCE MANAGEMENT – SPECIALISATION PAPER – I
Human Resource Development – Course – I**

Time : 3 Hours

Max. Marks : 120

Instruction : Answer *all* the questions.

SECTION – A

Answer **any four** questions. **Each** question carries **six** marks. **(4×6=24)**

1. What is HRD ? What are the objectives of HRD ?
2. State any six advantages of Employee Empowerment.
3. Write a short note on sensitivity training.
4. Distinguish between training and development.
5. Write a short note on HRIS.
6. What are the objectives of HR Accounting ?
7. What are the merits of HR outsourcing ?

SECTION – B

Answer **any four** questions. **Each** question carries **twelve** marks. **(4×12=48)**

8. Explain the causes for organizational change.
9. What is meant by HR Research ? Explain the techniques of HR Research.
10. What is HR Audit ? What are the advantages of HR Audit ?

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- 11. Explain the essentials of effective performance appraisal.
- 12. What are the principles of sound employee training programme ?
- 13. Describe the functions of Employee Counselling.
- 14. Describe performance appraisal process.

SECTION – C

Answer **any two** questions. **Each** question carries **24** marks. **(2×24=48)**

- 15. Describe the functions of HRD manager.
- 16. Explain the various methods of employee training with merits and demerits.
- 17. Briefly explain the modern methods of performance Appraisal.
- 18. a) Explain the causes for resistance to change. **12**
 - b) AH Ltd. is one of the leading pharma industries in Mangalore. The present HR of the firm consists 1000 engineers with long work experience. The company has a flexible promotion policy over the past 15 years. The company intends to revise its promotion policy of senior engineers based on merit. This may affect many senior engineers who are waiting for their term over these years. Suggest a procedure as to how this change can be brought successfully. **12**