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**BBMBMC 315**

**Credit Based V Semester B.B.M. Degree Examination, Oct./Nov. 2016  
(2012 Scheme)**

**HUMAN RESOURCE MANAGEMENT – I (Elective)  
Human Resource Development**

Time : 3 Hours

Max. Marks : 120

- Instructions :** 1) Section – **A** : Answer in **one** or **two** sentences **each**.  
2) Section – **B** : Answer in **not** more than **two** pages **each**.  
3) Section – **C** : Answer in **not** more than **six** pages **each**.

**SECTION – A (2 marks each)**

Answer **any ten** questions :

(2×10=20)

1. a) State any two differences between HRM and HRD.
- b) What is "Quality Circle" ?
- c) What is orientation training ?
- d) Define "Executive Development".
- e) What is 360 degree performance appraisal ?
- f) What is "Employee Empowerment" ?
- g) Mention any two types of HR records.
- h) What is HR audit ?
- i) What is "Globalisation" ?
- j) State any two benefits of HR outsourcing.
- k) What is flexi time ?
- l) State any two modern methods of performance appraisal.

**SECTION – B (8 marks each)**

Answer **any five** questions :

(8×5=40)

2. Explain the need and significance of HRD in modern organisations.
3. What are the objectives of executive development ?
4. Describe the performance appraisal process.

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5. Explain the salient features of human resource information system.
6. Briefly explain the causes for resistance to change.
7. How will you identify training needs of an organisation ?
8. Write a short note on "Workforce Diversity".

**SECTION – C (20 marks each)**

Answer **all** questions subject to internal choice :

**(20×3=60)**

9. Define "Human Resource Development". Explain any six importance techniques of human resource development.

OR

What is organisational change ? What are the features of organisational change ? Explain the causes for organisational change.

10. Explain the various methods of training employees pointing out the merits and demerits of each.

OR

What is performance appraisal ? Explain the advantages and disadvantages of performance appraisal.

11. a) Explain the advantages and disadvantages of human resource accounting. 10
- b) S.S. Company Ltd. is one of the leading chemical industries in Bangalore. The present human resources of the company consists of 850 engineers with more than 10 years of experience; 150 junior level scientists and 240 other assisting, unskilled employees. The company has a flexible promotion policy over the past 15 years. The company intends to revise its promotion policy of senior engineers, who were promoted on the basis of seniority. As per the proposed promotion policy, the promotion of senior engineers will be on the basis of merit. This change 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 about successfully. 10