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**BBMBMC 261**

**Credit Based Fourth Semester B.B.M. Degree  
Examination, April/May 2017  
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)**

**(2×10=20)**

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

- What do you mean by induction ?
- State any two benefits of job evaluation.
- Write any two demerits of internal sources of recruitment.
- Write the meaning of job description.
- State any two qualities of a successful HR Manager.
- What do you mean by general policy ?
- Write any two advantages of HR planning.
- What is living wage ?
- What do you mean by retrenchment ?
- State any two merits of seniority promotion.
- What is stress interview ?
- What do you mean by vestibule training ?

**SECTION – B (8 marks each)**

**(8×5=40)**

Answer **any five** questions in **not** more than **2** pages **each**.

- Write a note on job analysis.
- Explain the factors affecting recruitment.
- What are the essentials of a sound wage and salary structure ?

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5. Explain the problems of HR planning.
6. What are the importance of HR Management ?
7. Distinguish between HRM and personnel Management.
8. What are the principles of job evaluation programme ?

## SECTION – C (20 marks each)

(20×3=60)

Answer **all** questions in **not** more than **six** pages **each** :

9. What are the objectives of HRM ? Explain the nature and scope of HRM.

OR

Define HR planning. State the objectives of HR planning. Explain the essentials of effective HR planning.

10. Explain the different sources of recruitment with its merits and demerits.

OR

What are the objectives of job evaluation ? Explain the job evaluation methods.

11. a) Explain different modes of employee separation.

OR

b) Ragold 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 (thanks to over 225 engineering colleges in the state) is likely to generate as many as 500 applicants. You would think that under the circumstances, finding employees would be easy, but the widespread lay-offs 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 Ragold India Ltd. 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 ?