Roll No. ....

BBA–303(N)

B. B. A. (Third Semester)
EXAMINATION, Dec., 2016

(New Course)

Paper Third

HUMAN RESOURCE MANAGEMENT

Time : Three Hours]   [*Maximum Marks : 50*

Note : Attempt questions from all Sections as directed.

Inst. : The candidates are required to answer only in serial order. If there are many parts of a question, answer them in continuation.

Section—A

(Short Answer Type Questions)

Note : Attempt all questions from this Section. Each question carries 3 marks.

1. (A) Subsystems of HRM

   (B) Policy *vs.* Programme

   (C) Job enrichment

   (D) Contents of job description

   (E) Layoff

   (F) Application blank

   (G) Steps in the interview process

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   (H) 360° appraisal

   (I) Need based minimum wage

   (J) Types of transfers

Section—B

(Long Answer Type Questions)

Note : Attempt any *two* questions from this Section. Each question carries 8 marks.

2. What do you understand by the term "Human Resource" ? Why has the HR functions acquired strategic importance in organisations in an era of economic liberalisation and globalisation ?

3. What is job design ? How is it different from job analysis ? Discuss the job characteristic model to explain the core job dimensions required for meaningful job design. http://csjmuonline.com

4. Outline the important training principals. How can one evaluate the extent to which training programmes have achieved the aims for which they were designed ?

5. Differentiate between functional and grand strategies and how can they help in effective utilisation of human resources ?

Section—C

(Long Answer Type Questions)

Note : Attempt any *two* questions from this Section. Each question carries 8 marks.

6. Differentiate between career planning and human resource planning. What are the different career stages and how do organizations plan for the career of employees based on these stages ?

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7. Differentiate between performance evaluation and job evaluation citing important methods for both. Why is the point rating method of job evaluation considered to be the most comprehensive and accurate method ?

8. What are the various individual incentive plans and group incentive plans that you and familiar with ? Describe the Halsey and Rowan incentive plans.

9. Write notes on the following :

   (a)   Model grievance procedure

   (b)   Code of industrial discipline

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