END TERM EXAMINATION

FOURTH SEMESTER [LLB] JUNE 2024

Paper Code: BBALLB-214	**Subject: Human Resource Management**
Time: 3 Hours	**Maximum Marks: 75**

Note: Attempt all questions as directed. Internal choice is indicated.

Q1   Explain **any five** terms from the following: **(5x5=25)**

     a. Importance of HRM
     b. Personnel Management
     c. Job Rotation
     d. Internal Sources of recruitment
     e. Management By Objectives
     f. ESOPs

Q2   How has the evolution of Human Resource Management (HRM) contributed to the modern organizational landscape and what key historical milestones have shaped its development into a strategic function within businesses today?   **(12.5)**

<div align="center">OR</div>

Q3   How does Strategic Human Resource Management differ from Traditional Human Resource Management and what advantages does the strategic approach offer in today's dynamic business environment?

Q4   How can conducting a comprehensive job analysis aid in the process of writing an effective job description? Write a job description for any job profile of your choice and highlight the different parts of the job description.**(12.5)**

<div align="center">OR</div>

Q5   Why is selection called as a negative process? How do various types of interviews, such as structured, behavioural and panel interviews, contribute to assessing candidates 'fit' within an organization?

Q6   Why is training an important requirement for organizations to undertake? Which training technique/ (s) do you recommend for each of the following occupations and why? (A) An assembly-line worker and (B) Receptionist of a restaurant.   **(12.5)**

<div align="center">OR</div>

Q7   What do you mean by career planning? Why are some people satisfied with what is identified as a midcareer plateau while others at the same point experience career burnout?

Q8   How do different performance appraisal methods, such as graphic rating scales, behaviourally anchored rating scales (BARS) and 360-degree feedback, contribute to providing a comprehensive assessment of employee performance?   **(12.5)**

<div align="center">OR</div>

Q9   Describe components of employee remuneration. Why is it important for an organization to align its compensation system with its general business strategy?

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END TERM EXAMINATION

THIRD SEMESTER [LLB] JANUARY 2024

Paper Code: BBALLB-215	Subject: Human Resources Management

Time: 3 Hours	Maximum Marks: 75

Note: Attempt all questions as directed. Internal choice is indicated.

PART A

Q1 Differentiate between the following:　　　　　　　　　　**(5X5=25)**

    a) Traditional vs Strategic HRM
    b) Job enlargement and Job enrichment
    c) Recruitment and selection
    d) Training and Development
    e) Performance appraisal and Performance Management

PART B

UNIT-I

Q2　What role does Human Resource Management (HRM) play in fostering organizational success and employee well-being, and how does its importance contribute to the overall effectiveness of a company?"　　**(12.5)**

OR

Q3　How has the field of Human Resource Management (HRM) evolved over the years, considering the dynamic nature of work environments, advancements in technology, and shifting organizational paradigms?

UNIT-II

Q4　What is job analysis? What are the methods of collecting data of job analysis? Differentiate between job description and job specification.　　**(12.5)**

OR

Q5　What do you mean by placement? Describe a 2-day induction program to ensure a smooth and effective experience for new hires in a start-up.

UNIT-III

Q6　What key considerations should be taken into account in the design of an effective training program to ensure optimal learning outcomes and participant engagement?
　　　　　　　　　　　　　　　　　　　　(12.5)

OR

Q7　Why is it important to have continuous employee development within an organization? How can organizations ensure the implementation of these practices to enhance the professional growth and skills of their workforce?"

UNIT-IV

Q8　What key components and factors should organizations consider when designing a comprehensive employee remuneration package to attract, motivate, and retain top talent in today's competitive job market?　　**(12.5)**

Q9　Why is it important for organizations establish an effective employee redressal system? How can organizations establish such a system?

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(Please write your Exam Roll No.)   Exam Roll No. ....

END TERM EXAMINATION

THIRD SEMESTER [LLB] DECEMBER 2017

Paper Code: BBALLB-215   Subject: Human Resource Management
Time: 3 Hours   Maximum Marks: 75

Note: Attempt any five questions. All questions carry equal marks.

Q1   What is Human Resource Management (HRM)? Explain the reasons why HRM is playing an increasing role in an organization's strategy over that it did 10 years ago.

Q2   What is Human Resource Planning? What is its importance? Explain the techniques of employee demand forecasting.

Q3   What is selection? What factors influence an organization's choice of selection methods? Describe employment interviews as selection technique.

Q4   Why is training an important requirement for organizations to undertake? Which training technique/ (s) do you recommend for each of the following occupations? Why? A) An assembly-line worker and B) Receptionist of a restaurant.

Q5   What do you mean by career planning? Why are some people satisfied with what is identified as a midcareer plateau while others at the same point experience career burnout?

Q6   Describe components of employee remuneration. Why is it important for an organization to align its compensation system with its general business strategy?

Q7   Should organizations be willing to invest more money in employee wellness? Why or why not? Why should organizations be concerned about the consequences of occupational stress?

Q8   Write short notes on the following:-
       (a) 360 degree performance appraisal
       (b) Placement and induction

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END TERM EXAMINATION

THIRD SEMESTER [LLB] NOVEMBER - DECEMBER 2016

Paper Code: BBALLB-215	Subject: Human Resource Management
Time : 3 Hours	Maximum Marks :75

Note: Attempt any five questions. All questions carry equal marks.

Q1. The scope of human resource management is wider than the scope of personnel management because the former has a strategic approach and the later has an operational approach. Analyze.

Q2. What are the major sources of manpower supply? Highlight any six techniques used to tap manpower resources.

Q3. You have recruited five marketing executives for your organization. Explain their development in the organization through career planning and competency based training.

Q4. Write short notes on the following:-
(a) Selection Instruments
(b) Job Description

Q5. The top management of a renowned business organization noticed that a sizeable number of employees with good performance track record have been leaving the organization ever since a new performance management system was introduced. Do you think there is any relationship between performance management system and attrition? If so, explain various aspects of performance management system that are likely to have bearing on attrition.

Q6. One of the public sector banks in India intends to conduct training for its newly recruited probationary officers. Specify the objectives of training and design a suitable training programme consistent with the training objectives.

Q7. What are the various components of employee remuneration? Explain the salary structure of a lower level management employee with hypothetical data.

Q8. (a) Explain how relevant is job evaluation for determining compensation.
(b) Briefly discuss the scope for workers participation in management in the context of India.

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END TERM EXAMINATION

THIRD SEMESTER [BBA(LLB)] DECEMBER 2015

Paper Code: BBALLB-215	**Subject: Human Resource Management**
Time: 3 Hours	**Maximum Marks: 75**

Note: Attempt any five questions.

Q1   Differentiate between: (2x7.5=15)
    (a) Personnel Management Vs HRM.
    (b) Traditional HRM Vs Strategic HRM.

Q2   Trace the evolution of HRM in brief. What are the challenges faced by a
    modern day HR manager?   (15)

Q3   Explain the process of recruitment in detail.   (15)

Q4   Prepare a Job Description and Job Specification of the Legal Officer of
    any organization.   (15)

Q5   Differentiate between Performance and Potential Appraisal. How both of
    these are implemented through Performance Management System.   (15)

Q6   What are the different types and methods of Training? Explain.   (15)

Q7   Explain the grievance redressal procedure in detail.   (15)

Q8   Explain the base and supplementary components of employee
    remuneration.   (15)

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END TERM EXAMINATION

FOURTH SEMESTER [LLB] MAY-JUNE 2014

Paper Code: BBALLB-218   Subject: **Human Resource Management**

Time: 3 Hours   Maximum Marks: 75

Note: Attempt any five questions. All questions carry equal marks.

Q1 Define human resource management (HRM). What are its objectives? What HRM functions must be performed regardless of the Organization's size?

Q2 What are the Human Resource forecasting techniques? Identify what a firm can do when either a surplus or a shortage of employers exists.

Q3 What is realistic job preview? What are general types of interviews? What information should be gained from the interview?

Q4 (a) Bring out the steps in training and development process?
(b) You have been asked to train employees to use personal computers. What factors would you consider in designing the programme? How would you evaluate the training results?

Q5 (a) Define performance appraisal (PA) and identify the uses of performance appraisal.
(b) Discuss 360 Degree method of PA. What are its advantages?

Q6 (a) Distinguish between merit pay, bonus and piece work.
(b) What are some company-wide pay plans?
(c) What do you mean by Non-Financial compensation?

Q7 Write short notes on **any three** of the following:-   (5x3=15)
(a) Emotional Quotient.
(b) Evolution of HRM.
(c) Total Quality Management.
(d) Internal Sources of Recruitment.
(e) Career Planning.

Q8 Distinguish between **any two** of the following:-   (7.5x2=15)
(a) Transfers, promotions and separations.
(b) Management Development, Mentoring and Coaching.
(c) Job Description, Job Analysis and Job Specification.

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P-M-J/2014/624

(Please write your Exam Roll No.)   Exam Roll No. ....

END TERM EXAMINATION
FOURTH SEMESTER [LLB] MAY-JUNE 2013

Paper Code: BBALLB 218   Subject: Human Resource Management
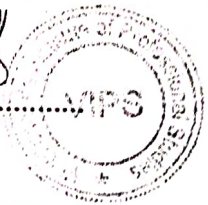
Time : 3 Hours   Maximum Marks :75

Note: Attempt any five questions. All questions carry equal marks.

Q1. Discuss the concept of Human Resource Management (HRM). What is the role of HRM in a contemporary organization in developing its human resources consistent with the needs of individuals, organization and society?

Q2. What is job analysis? Compare and contrast the concepts of job analysis, job description and job evaluation. Explain with suitable example how each of these concepts is useful and relevant to an organization?

Q3. (a) Differentiate between recruitment and selection.
     (b) You have been appointed as the HR Manager of XYZ corporation, New Delhi. It proposes to select management trainees for its different departments. What sources should it explore and how the trainees should be selected.

Q4. (a) Discuss why some company view training as a value-added activity whereas other company see it simply as an expense.

     (b) Which combination of on-the-job & off-the-job training methods are most appropriate for building 'Human Relation Skills' of a group of nurses? Enumerate the reasons for selecting the methods.

Q5. What do you mean by compensation? What are the advantages and disadvantages of compensation approach such as skill-based pay and competency-based pay?

Q6. What is performance appraisal? Describe its objectives. Explain the essentials of an effective performance appraisal system.

Q7. Write short notes on **any three** of the following:

     (a) Job changes

     (b) Career Planning

     (c) Health, Safety & Social Security

     (d) TQM and Six Sigma

     (e) Emotional Quotient

     (f) Evaluation of Training

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(Please write your Exam Roll No.)   Exam Roll No. 4.5.............. VIPS

END TERM EXAMINATION

FOURTH SEMESTER [BBALL.B.] MAY –JUNE 2012

Paper Code: BBALLB-218	Subject: Human Resource Management
	(Batch 2008-2009)

Time : 3 Hours	Maximum Marks : 75

Note: Attempt any five questions.

Q1 Write short notes on any three of the following :   **(5x3=15)**
(a) Mentoring
(b) Challenges of HRM
(c) Job Analysis
(d) 360⁰ degree appraisal technique
(e) Career development

Q2 "There are two sets of human resource functions – managerial and operative". Discuss these functions.   **(15)**

OR

Explain the contribution of any three management pioneers to the development of HRM.

Q3 Explain the concept of human resource planning and give an overview of the process of planning.   **(15)**

OR

Discuss the various sources of recruitment of employees. What are the merits and demerits of internal sources of recruitment?

Q4 What do you mean by training? Explain the various methods of training. **(15)**

OR

What is career planning? Discuss the need and process of career planning in Industry.

Q5 Define Job evaluation. Discuss the important methods of job evaluation. **(15)**

OR

What social security measures have been initiated by the Government of India? Discuss any three of them.

Q6 Differentiate between **any two** of the following :   **(7.5x2=15)**
(a) Recruitment and Selection
(b) Personnel Management and HRM
(c) Training and Development.

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