



KA-3559

**Second Year B. B. A. (Sem. III) (CBCS)
Examination**

October/November – 2012

Human Resource Management : Paper - I

Time : Hours]

[Total Marks : 70

Instructions :

(1)

नीचे दृशदिव निशा-नीवाणी विगतो उत्तरवडी पर अवश्य दमवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="S. Y. B. B. A. (Sem. 3) (CBCS)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Human Resource Management : Paper - 1"/>	<input type="text"/>
Subject Code No. : <input type="text" value="3"/> <input type="text" value="5"/> <input type="text" value="5"/> <input type="text" value="9"/>	Section No. (1, 2,.....) : <input type="text" value="NIL"/>
Student's Signature	

- (2) All questions are compulsory.
(3) Figures to the right indicate full marks allocated to that question.

- 1 Briefly explain the following terms : (any five) 10
- (a) Job Enlargement
 - (b) Body Shopping
 - (c) Induction
 - (d) Training Need Assessment
 - (e) Succession Planning
 - (f) Job Specification

- 2 List down any six objectives of HRM. Also discuss the limitations of HRM. 10

OR

- Explain any three operative functions of HRM. 10

- 3 Answer the following : (any two) 20
- (a) Draft a Job Description for the position of a Salesman. Also discuss the different ways in which the job of a salesman can be enriched ?

- (b) Define 'Human Resource Planning'. Discuss in detail the importance of having a formal HRP in an organization.
- (c) Discuss the process of Job Analysis. Explain observation method of Job Analysis and mention for which kind of job this method is applicable.

4 Write short notes : (any two) 14

- (a) Selection Interview
- (b) Decentralized Recruitment
- (c) Factors affecting Recruitment

5 (a) What is Career Planning ? What are the advantages of Career Planning and Development to an individual employee ? 8

- (b) Define 'Training'. Give any two reasons for evaluating training programmes and explain various criteria for evaluation. 8

OR

5 (a) Discuss the concept of career and explain Career Stages. 8

- (b) List down any four objectives of training and discuss the merits and demerits of On-the-Job Training. 8