



K-3535

Seat No. _____

Second Year B. B. A. (Sem. IV) Examination

September / October – 2012

Human Resource Management

(New Course)

Time : 3 Hours]

[Total Marks : 70

Instruction :

<p>નીચે દર્શાવેલ નિશાનીવાળી વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fillup strictly the details of signs on your answer book.</p> <p>Name of the Examination :</p> <p>SECOND YEAR B. B. A. (SEM. 4)</p> <p>Name of the Subject :</p> <p>HUMAN RESOURCE MANAGEMENT (NEW)</p> <p>Subject Code No. : 3 5 3 5 Section No. (1, 2,.....) : Nil</p>	<p>Seat No. :</p> <table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> <td style="width: 15%;"></td> </tr> </table> <div style="border: 1px solid black; border-radius: 10px; padding: 10px; margin-top: 10px;"> <p>Student's Signature</p> </div>						

- (2) All questions are compulsory.
- 1 Briefly explain the following terms : (any eight) 16
- (a) Time Wage System
 - (b) Critical Incident Method
 - (c) Demotion
 - (d) Placement
 - (e) Upgradation
 - (f) Job Rotation
 - (g) Integration Function
 - (h) Job Enrichment
 - (i) Succession Planning
 - (j) Job Evaluation.
- 2 (a) Define Human Resource Management. Discuss the limitations of HRM. 7
- (b) Discuss in detail the guidelines for successful HRP. 7
- OR**
- 2 (a) Discuss Internal sources of Recruitment with its merits and demerits. 7
- (b) Define 'Training'. Explain 'Off-the-Job' methods of training. 7

- 3 (a) Define 'Job Design'. Explain in brief different methods of Job Design. 7
(b) Write a note on Recruitment Practices in India. 7

OR

- 3 (a) Discuss various steps involved in Career Development System. 7
(b) Differentiate between 'Seniority' and 'Merit' based promotion. 7
- 4 (a) Write a note on Piece Wage System. 7
(b) Define 'Performance Appraisal'. Discuss the essentials of an effective appraisal system. 7

OR

- 4 (a) What is Performance Appraisal ? Write a detailed note on Assessment centre. 7
(b) Write a note on state regulations regarding Wage and Salary Administration. 7

- 5 A well reputed chain of two-wheeler dealer wants to fill up 20 positions of 'Customer Service Executive' for its upcoming showrooms in 10 different towns of Gujarat State. 12

If you are working as the HR Manager with this automobile dealership group, how would you carry out Job Analysis for the above stated position ?

Also prepare a proper job description and job specification for this post.