



DCBB 202

II Semester B.B.A. Examination, October/November 2022

(NEP)

BUSINESS ADMINISTRATION

Paper – 2.2 : Human Resource Management

Time : 2½ Hours

Max. Marks : 60

Instruction : Answer should be written only in **English**.

SECTION – A

Answer **any five** out of seven sub-questions. **Each** carries **two** marks. **(5×2=10)**

1. a) Give the meaning of Human Resource Management.
- b) Define Recruitment.
- c) What is Job Rotation ?
- d) State any two objectives of Induction.
- e) What are the reasons for transfer (any two) ?
- f) Mention any two types of employee engagement.
- g) What do you mean by demotion ?

SECTION – B

Answer **any three** questions of the following. **Each** question carries **five** marks. **(3×5=15)**

2. Explain briefly the importance of HRM.
3. Briefly explain the factors affecting recruitment.
4. Explain the benefits of training to the employees.
5. Discuss the importance of performance appraisal.
6. Explain the principles of promotion.

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SECTION – C

Answer **any three** questions of the following. **Each** question carries **8** marks. **(3×8=24)**

7. Explain the various roles played by HR Manager.
8. What do you mean by selection ? Explain the steps in selection process.
9. Give the meaning of compensation and explain its objectives.
10. State the various methods of performance appraisal. Explain any 2 methods.
11. What are the principles and techniques of wage fixation ?

SECTION – D

Answer **any one** out of two questions, carries **11** marks. **(1×11=11)**

12. Do you think training and education are same ? If not, how does it vary ? Are you trained or educated in your college ? Also explain the role of training in HRD.

Case Study :

13. In 2016, the Indian subsidiary of a multinational refinery became a Government of India Company. The Government Company had announced an expansion programme which meant doubling the work force with in four years. In 2017 at the time of wage revision, the Union and Management agreed to a two-tier pay structure. Those already employed will be eligible for a higher grade and those who are to be recruited afresh will get a lower grade though jobs are similar in skill, responsibility and effort. Both the Union and the Management justified that this is an innovative practice widely followed in deregulated companies abroad.

Questions :

- 1) Is it a fair agreement ?
 - 2) Justify your answer.
 - 3) Would it conflict (dispute) with the concept of equal pay for equal work ?
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