

Code : 302303

(2)

BBA 3rd Semester Exam., 2020

HUMAN RESOURCE MANAGEMENT—2

Time : 3 hours

Full Marks : 60

Instructions :

- (i) The marks are indicated in the right-hand margin.
- (ii) There are **SEVEN** questions in this paper.
- (iii) Attempt **FIVE** questions in all.
- (iv) Question Nos. **1** and **2** are compulsory.

1. Answer any six of the following : $2 \times 6 = 12$

- (a) Discuss the concept of human resource management. What are the benefits of human resource policies?
- (b) Specify the objectives of human resource management.
- (c) Discuss the different types of training.
- (d) Discuss the modern sources and processes in recruitment.
- (e) How is job redesign done by using employee responses? Discuss.

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(Turn Over)

- (f) Specify the limitations of off-the-job training.
 - (g) What are intrinsic rewards?
 - (h) What is compensation? Discuss the different types of compensation.
 - (i) Discuss the quality of work life. Give suitable examples.
- 2.** Answer any three of the following : $4 \times 3 = 12$
- (a) Why is human resource planning important? Discuss.
 - (b) What is recruitment? What are the various internal and external sources of recruitment?
 - (c) Explain 'on-the-job' and 'off-the-job' training techniques.
 - (d) Explain the techniques of employee demand forecasting in detail.
 - (e) Explain briefly the different kinds of tests in selection process.

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(Continued)

(3)

3. "Human resource management is a proactive approach and personnel management is a relative approach to perform the same set of functions related to managing human resource." Do you agree with this statement? 12
4. Discuss various techniques used in man power planning. 12
5. Describe the role of recruitment in the acquisition process of human resource. 12
6. As a HR manager, you have been asked by your organization to organize a management development programme. What steps will you take to make it successful? 12
7. What are the sources of grievances? How can management know, understand and resolve employee grievance? 12

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