

Reg. No. : .....

Name : .....

IV Semester B.B.A./B.B.A. (RTM) Degree (CBCSS – OBE – Regular /  
Supplementary / Improvement) Examination, April 2023  
(2019 Admission Onwards)  
Core Course  
4B06BBA/BBA (RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

## SECTION – A

## (Very Short Answer)

Answer **all** the questions. **Each** question carries **one** mark.

1. Define 'Manpower Planning'.
2. Give any two reasons for the 'demotion' of an employee.
3. What is 'Employee Lay-off' ?
4. What is meant by 'Job Analysis' ?
5. Comment on the term, 'Exit Interview'.
6. Mention any two merits of 'Merit Rating'.

(6×1=6)

## SECTION – B

## (Short Answer)

Answer **any six** questions. **Each** question carries **two** marks.

7. Distinguish between 'Placement' and 'Induction'.
8. What is 'Compensation Management' ?
9. What does the 'Welfare aspect of HRM' specify ?

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10. What are 'Fringe Benefits' ?
11. Recommend any two measures to control Absenteeism in your company.
12. Identify any two objectives for conducting Stress Interview.
13. Make any comparisons between HRM and HRD.
14. What are the two benefits of collecting suggestions from employees at the workplace ?

(6×2=12)

## SECTION – C

## (Essay)

Answer **any four** questions. **Each** question carries **three** marks.

15. Examine the role of an HR Manager in the 21<sup>st</sup> Century.
16. Compare and Contrast Job Enrichment and Job Enlargement.
17. Briefly enumerate the steps in the Employee selection process.
18. Highlight the importance of Executive Development in an organisation.
19. Outline different reasons why employees behave in an indisciplined manner at the workplace.
20. Trace the factors influencing the Wage System in an organisation.

(4×3=12)

## SECTION – D

## (Long Essay)

Answer **any two** questions. **Each** question carries **five** marks.

21. Define 'Recruitment'. Detail the different sources of recruiting employees in a company.
22. "HRM functions play a vital role in the whole scheme of management of an organisation". Elucidate.
23. Describe the detailed Grievance Redressal Mechanism prescribed by law in India.
24. Compare and Contrast the different methods of Training employees at the workplace.

(2×5=10)