



K24U 0818

Reg. No. :

Name :

IV Semester B.B.A./B.B.A. (RTM) Degree (CBCSS – OBE – Regular/
Supplementary/Improvement) Examination, April 2024
(2019 to 2022 Admissions)
Core Course
4B06BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

SECTION – A

Answer **all** the questions. **Each** question carries **1** mark.

1. What do you mean by Human Resource Management ?
2. What do you mean by job specification ?
3. What do you mean by job rotation ?
4. What do you mean by Executive development ?
5. Define the term 'Demotion'. What are the reasons for demotion ?
6. In which circumstances piece rate system is advisable ? (6×1=6)

SECTION – B

Answer **any six** questions. **Each** question carries **2** marks.

7. Briefly discuss about the functions of HRM.
8. What are the benefits of HR planning ?
9. Write short notes on Job analysis.
10. Explain any two methods of job evaluation.
11. Explain the objectives of human resource management.

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12. What are the elements of an effective induction program ?
13. What are the different types of promotion ?
14. What are the major causes of labour turnover ? (6×2=12)

SECTION – C

Answer **any four** questions. **Each** question carries **3** marks.

15. Explain the roles and responsibilities of an HR manager.
16. What is job description ? What are its contents ?
17. Justify "Recruitment is positive and selection is a negative process".
18. Define training and development. Explain any 4 methods of training.
19. Discuss the advantages and problems of linking compensation with performance.
20. What are the important causes of absenteeism ? (4×3=12)

SECTION – D

Answer **any two** questions. **Each** question carries **5** marks.

21. Define manpower planning. Explain the various steps involved in manpower planning.
22. Define recruitment. What are various external and internal sources of recruitment ? Discuss with the help of examples.
23. Define compensation. What are various elements of compensation ? Briefly, discuss the factors affecting compensation policy of an organization.
24. What do you mean by grievances ? Discuss various causes of Grievances in the organizations. Explain the process of Grievance handling with the help of suitable illustrations. (2×5=10)