

END TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY-JUNE 2012

Paper Code: BBA202

BBA(TTM)202

BBA(MOM)202

Subject: Human Resource Management

Time : 3 Hours

Maximum Marks :75

Note: Attempt any six questions including Q.no.1 which is compulsory.

- Q1 Answer **any five** briefly of the following:- **(3x5=15)**
- (a) Role of HRM in a global environment.
 - (b) Skill building
 - (c) Social Security Schemes in India.
 - (d) Differentiate between base and supplementary compensation.
 - (e) 360 degree appraisal technique.
 - (f) Sources of recruitment.
 - (g) Benefits of flexitime as a practice
 - (h) Employee welfare measures/schemes in an MNC.
- Q2 Define strategic HRM and examine the role of HR manager in developing corporate strategy. **(12)**
- Q3 (a) What specific constraints might prevent an HR manager from hiring the best candidate? **(6)**
(b) Differentiate between coaching and mentoring. **(6)**
- Q4 Describe the HR implications when an organization is downsizing. **(12)**
- Q5 "Training programs are frequently the first items eliminated when management wants to cut costs." Do you agree? Why? Explain in detail. **(12)**
- Q6 Outline the major problems of interview as a selection device. How HRM can reduce these problems? **(12)**
- Q7 What are the five traditional career stages? Which one of these is least relevant to HRM? Justify your opinion. **(12)**
- Q8 How should performance appraisals change when teams rather than individuals are evaluated? **(12)**

OR

"Team compensation allows some individuals to work harder than other, yet receive the same pay". Comment and justify.