

**End Semester/Reappear (Semester II) Examination July 2022**

**Programme: BBA**  
**Subject: Human Resource Management**  
**Subject Code: 11.153**  
**Enrollment No: \_\_\_\_\_**

**Full Marks: 70**  
**Time: 3 Hrs.**

**Section I**

- 1. Short Answer type questions. Answer any four. 4 x 5 = 20**
- Illustrate the concept of Human Resource using appropriate example.
  - Compare Placement with Induction.
  - Describe 360-degree Appraisal technique with appropriate example.
  - Employees' participation is important for development of Organization? Illustrate using example.
  - Differentiate between Compensation & Maintenance.
  - Explain the importance of social security.

**Section II**

- Long Answer type questions. Answer any three. 3 x 10 = 30**
- Explain the process through which the relative value of different jobs can be determined.
  - An FMCG Company is going to launch a Fairness cream for Men. Formulate a suitable training technique for the employees for selling the product.
  - Elaborate the Concept of Remuneration. Distinguish between Base and Supplementary Remuneration.
  - Explain the role of Incentives in boosting the morale of employees.
  - Describe the methodology of BARS. Give suitable real life examples.

**Section III**

- Application based questions. Answer any one. 1 x 20 = 20**
- Companies use performance appraisals to determine which employees have contributed the most to the company's growth, review progress, and reward high-achieving workers. Explain the techniques of Performance Appraisal Methods.
  - Explain the objectives of Job Enrichment. Illustrate with help of practical example.
    - Distinguish between the concept of Personnel Management and Human Resource Management. Illustrate with suitable example.
  - Recommend the importance of using proper selection method in an Organization. Discuss the steps of selection.
    - Discuss the importance of planning employees' career. 15+5