

End Semester/Reappear (Semester II) Examination July 2022

Programme: BBA (Logistics)
Subject: Human Resource Management
Subject Code: L21C13
Enrollment No: _____

Full Marks: 70
Time: 3 Hrs.

Section I

- 1. Short Answer type questions. Answer any four.** **4 x 5 = 20**
- Explain the role of HR Executives.
 - Differentiate between HRM & IHRM.
 - Discuss the importance of Job Rotation.
 - Describe the importance of incentives for an employee.
 - Explain the causes of safety & health problems.
 - How can accidents be prevented? Explain.

Section II

- Long Answer type questions. Answer any three.** **3 x 10 = 30**
- Analyze the recent trends of Recruitment methods as being adopted by various companies.
 - Design a training program for newly joined sales trainee of a Pharmaceutical company.
 - Distinguish between the concept of Personnel Management and Human Resource Management. Illustrate with suitable example.
 - Explain the concept of Remuneration. Distinguish between Base and Supplementary Remuneration.
 - Explain the meaning of Career Planning. Discuss with examples.

Section III

- Application based questions. Answer any one.** **1 x 20 = 20**
- Recommend the importance of Employee benefits for the growth and satisfaction of the employees.
 - “Grievances can lead to chaos in organization.” Explain the steps of disciplinary procedure that can lead to settlement of disputes.
 - Saffron Tax Consultants have their business spread across Kolkata and have coverage of around 1000 clients that include individual, firms and companies. During the peak months and days when nearing to deadline of tax returns filings, employees work till 12 mid night and resume next day from 7 a.m. Firms sometimes have the problem of high absenteeism at workplace.

Questions:

- What can be the stress management strategies used by the firm to maintain the morale of employees?
- Suggest the ways to overcome the problem of absenteeism.