



DCBB – 202

II Semester B.B.A. Examination, August/September 2023

(NEP – Freshers and Repeaters)

BUSINESS ADMINISTRATION

Paper – 2.2 : Human Resource Management

Time : 2½ Hours

Max. Marks : 60

Instruction : Answer should be written in **English** only.

SECTION – A

1. Answer **any five** of the following. **Each** question carries **two** marks. **(5×2=10)**

- Give the meaning of HRM.
- Define selection.
- Give the meaning of Job Analysis.
- Mention any 2 needs for training.
- Define promotion.
- What is Performance Appraisal ?
- Explain the concept of employee engagement.

SECTION – B

Answer **any three** of the following. **Each** question carries **four** marks. **(3×4=12)**

- Bring out the differences between HRM and Personnel Management.
- Discuss the importance of Human Resource Planning.
- What are the benefits of training ? Explain briefly.
- Explain the objectives of Performance Appraisal.
- Discuss the types of Employee Engagement.

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SECTION – C

Answer **any three** of the following. **Each** question carries **ten** marks. **(3×10=30)**

7. Explain the functions of Human Resource Management.
8. Give the meaning of Recruitment. Explain the sources of recruitment.
9. Define Induction. Analyze the problems faced during Induction.
10. State the various methods of Performance Appraisal. Discuss any 5 performance appraisal methods.
11. Elucidate the drivers of employee engagement in brief.

SECTION – D

Answer **any one** of the following. **Each** question carries **8** marks. **(1×8=8)**

12. Blue Heavens Ltd. purchased new machinery from Germany for manufacturing some auto components. It was a cost-effective and quality production machine but during the production process, manager observed that the quality of the production was not as per standards. On investigation, it was found that there was lack of knowledge of using these hi-tech machines. So, frequent visits by engineers were required from Germany but this resulted in high overhead charges.

Suggest what can be done to develop the skills and abilities of employees for producing quality products by using these hi-tech machines. Also state how the employees or the organisation will be benefited by your suggestion.

OR

13. Suppose a key employee has just resigned and you are the departmental head. After you have sent your request for replacement to HR of your company, Justify how you could help the recruiter to find the best.