

Fourth Semester B.B.M. Degree Examination, April/May 2019

(CBCS Scheme)

Management

Paper 4.5 — HUMAN RESOURCE MANAGEMENT

Time : 3 Hours]

[Max. Marks : 90

Instructions to Candidates : Answers should be written completely in English.

SECTION – A

Answer any **TEN** sub-questions. Each question carries **2** marks. **(10 × 2 = 20)**

1. (a) What is personnel management?
- (b) Define HRM policy.
- (c) What is the difference between Job description of Job specification?
- (d) Define Human Resource Planning.
- (e) Give the meaning of succession planning.
- (f) State the difference between training and development.
- (g) What is “Off the Job training”?
- (h) What is performance appraisal?
- (i) What is employer branding?
- (j) What do you mean by knowledge industry?
- (k) What is Flexi time?
- (l) What is compensation?

SECTION – B

Answer any **FIVE** questions. Each question carries **5** marks : **(5 × 5 = 25)**

2. What are the characteristics of sound HR policy? Explain.
3. Explain the different types of tests in selection process.
4. What are the objectives of training?
5. Explain the different stages of Career planning.

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6. Briefly explain the modern methods of performance appraisal.
7. What is H.R. Auditing? Explain its objectives.
8. What are the factors influencing Human Resource Planning?

SECTION – C

Answer any **THREE** questions. Each question carries **15** marks : **(3 × 15 = 45)**

9. Define HRM. Explain the functions of HRM.
 10. What is Recruitment? Discuss the various sources of Recruitment.
 11. Explain the various training and development methods.
 12. Explain the objectives and importance of Performance Appraisal.
 13. Write short notes on :
 - (a) Fringe benefits
 - (b) Promotion
 - (c) Components of Compensation Management.
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