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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **End - Term Examinations – JANUARY 2025** |
| **Date:** 06 - 01 - 2025 **Time:** 01:00 pm – 04:00 pm |

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| **School:** SOC/SOM(UG) | **Program:** BBA/BAV/BBB/BBD/BCM-(ACCA/CA/CS /CMA) | |
| **Course Code :** BBA2068 | **Course Name :** Human Resources Management | |
| **Semester**: I | **Max Marks**: 100 | **Weightage**:50% |

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| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | 4 | 26 | 26 | 26 | 18 |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

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| **Answer ALL the Questions. Each question carries 2 marks. (10 x 2 Marks = 20 Marks)** | **Bloom's Level** | **CO** |

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| --- | --- | --- | --- | --- |
| **1** | List out three primary functions of HRM. | 2 Marks | Remember | CO1 |
| **2** | What are the roles of an HR manager in an organization? | 2 Marks | Remember | CO1 |
| **3** | Name any two sources of recruitment. | 2 Marks | Remember | CO2 |
| **4** | What are the key steps involved in the selection process? | 2 Marks | Remember | CO2 |
| **5** | Define Job design. | 2 Marks | Remember | CO3 |
| **6** | What action plans can be implemented in case of a workforce shortage? | 2 Marks | Remember | CO3 |
| **7** | How do you define Potential Appraisal? | 2 Marks | Remember | CO4 |
| **8** | Identify two common flaws in performance appraisal systems | 2 Marks | Remember | CO4 |
| **9** | Differentiate between On-the-Job and Off-the-Job training | 2 Marks | Remember | CO5 |
| **10** | Why training evaluation is important? | 2 Marks | Remember | CO5 |

**Part B**

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| **Answer ALL the Questions. Each question carries 7 marks. (5Q x 7 Marks = 35 Marks)** | | | **Bloom's Level** | **CO** |
| **11** | Define selection and explain its significance in ensuring the right candidate is hired. | 7 Marks | Understand | CO2 |
|  | **Or** | | | |
| **12** | Explain the various sources of recruitment. Highlight the advantages and disadvantages of internal and external recruitment. | 7 Marks | Understand | CO2 |

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| **13** | Define Job Analysis and explain its benefits to both employers and employees. Why is it considered a foundation for various HR functions? | 7 Marks | Understand | CO3 |
|  | **Or** | | | |
| **14** | Elaborate the key steps involved in HRP process. | 7 Marks | Understand | CO3 |

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| **15** | Demonstrate the methods of Performance Appraisal. | 7 Marks | Understand | CO4 |
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| **16** | Explain the role of technology in conducting employee appraisals. | 7 Marks | Understand | CO4 |

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| **17** | What are training aids? Discuss their importance in enhancing the effectiveness of training sessions. Provide examples. | 7 Marks | Understand | CO5 |
|  | **Or** | | | |
| **18** | Explain Philips ROI model of training evaluation. How does it help in determining the success of a training program? | 7 Marks | Understand | CO5 |

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| **19** | Describe the significance of training program. | 7 Marks | Understand | CO5 |
|  | **Or** | | | |
| **20** | Discuss about training process. | 7 Marks | Understand | CO5 |

**Part C**

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| **Answer Any THREE Questions. Each question carries 15 marks. (3 x 15 Marks = 45 Marks)** | **Bloom's Level** | **CO** |

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| **21** | Construct the recruitment process in detail, including the role of e-recruitment. How has technology impacted the efficiency and effectiveness of recruitment? | 15 Marks | Apply | CO2 |
| **22** | **Develop the concept of Human Resource Planning (HRP). Discuss its characteristics, importance, and, including how organizations address workforce shortages and surpluses.** | 15 Marks | Apply | CO3 |
| **23** | Identify various steps involved in Performance appraisal process. | 15 Marks | Apply | CO4 |
| **24** | Compare and contrast On-the-Job and Off-the-Job training methods. Highlight their advantages and disadvantages. | 15 Marks | Apply | CO4 |