|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Roll No. |  |  |  |  |  |  |  |  |  |  |  |  |



**PRESIDENCY UNIVERSITY**

**Bengaluru**

|  |
| --- |
| **End - Term Examinations – JANUARY 2025** |
| **Date:** 15 – 01- 2025 **Time:** 1:00 pm – 4:00 pm |

|  |  |  |
| --- | --- | --- |
| **School:** SOM-UG | **Program:** BBA/BBB/BDM | |
| **Course Code :** BBA2068 | **Course Name :** Human Resources Management | |
| **Semester**: III | **Max Marks**: 100 | **Weightage**:50% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **11** | **11** | **26** | **26** | **26** |

**Instructions:**

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

**Part A**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **1** | Recall the evolution of HRM. | **2 Marks** | **Remember** | **CO1** |
| **2** | Define Human Resource Management (HRM). | **2 Marks** | **Remember** | **CO1** |
| **3** | What are the steps involved in Recruitment process? | **2 Marks** | **Remember** | **CO2** |
| **4** | Define e-recruitment | **2 Marks** | **Remember** | **CO2** |
| **5** | Find out the meaning of Job enlargement? | **2 Marks** | **Remember** | **CO3** |
| **6** | Define Human Resource Planning (HRP). | **2 Marks** | **Remember** | **CO3** |
| **7** | State the role of technology in Performance appraisal system. | **2 Marks** | **Remember** | **CO4** |
| **8** | Define potential appraisal. | **2 Marks** | **Remember** | **CO4** |
| **9** | Label training needs analysis model? | **2 Marks** | **Remember** | **CO5** |
| **10** | What is the significance of training in Human Resource Management? | **2 Marks** | **Remember** | **CO5** |

**Part B**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 7 marks. (5Q x 7M = 35M)** | | | **Bloom's Level** | **CO** |
| **11** | Outline the evolution of HRM, highlighting the key stages of its development. | **7 Marks** | **Understand** | **CO1** |
|  | **Or** | | | |
| **12** | Interpret HR Analytics | **7 Marks** | **Understand** | **CO1** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **13** | Explain the various sources of recruitment. Highlight the advantages and disadvantages of internal and external recruitment. | **7 Marks** | **Understand** | **CO2** |
|  | **Or** | | | |
| **14** | Elaborate the significance of selection process. | **7 Marks** | **Understand** | **CO2** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **15** | Explain different techniques of Job design. | **7 Marks** | **Understand** | **CO3** |
|  | **Or** | | | |
| **16** | Explain the process of Human Resource Planning (HRP) in detail. How does it help in achieving organizational goals. | **7 Marks** | **Understand** | **CO3** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **17** | Describe the key steps involved in the performance appraisal process. Explain the methods of performance appraisal. | **7 Marks** | **Understand** | **CO4** |
|  | **Or** | | | |
| **18** | Explain the methods of performance appraisal. | **7 Marks** | **Understand** | **CO4** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **19** | Discuss the concept of Philip ROI model of training evaluation. | **7 Marks** | **Understand** | **CO5** |
|  | **Or** | | | |
| **20** | Explain the process of training. | **7 Marks** | **Understand** | **CO5** |

**Part C**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **21** | **Explain the concept of Human Resource Planning (HRP). Discuss its characteristics, importance, and the steps involved in detail, including how organizations address workforce shortages and surpluses.** | **15 Marks** | **Apply** | **CO3** |
| **22** | Describe different types of tests in selection process | **15 Marks** | **Apply** | **CO2** |
| **23** | **Discuss about performance appraisal errors that happens in organizations with suitable examples.** | **15 Marks** | **Apply** | **CO5** |
| **24** | As a HR manager, Apply different on the job training methods and off the job training methods in your organization. | **15 Marks** | **Apply** | **CO4** |