



Even Semester End Term Examination, May / June 2026

Date: 21/05/2026

Time: 09.30 AM - 12.30 PM

Course Code: BBL4002

Course Name: Human Resource Management

Semester: Fourth Semester

Max. Marks: 100

Weightage: 50%

CO - Levels	CO1	CO2	CO3	CO4	CO5
Marks	24	60	42	38	16

Part A: Answer Following Questions. 20 M

Qn.No	Questions	M	CO	BT
1	List is the importance of manpower planning.	2	CO2	BT1
2	Define job specification.	2	CO2	BT1
3	Name one job design technique	2	CO2	BT1
4	Name one challenge faced by HRM.	2	CO1	BT1
5	Name one opportunity in HRM.	2	CO1	BT1
6	List recent trend in HRM.	2	CO1	BT1
7	List the purpose of HR analytics.	2	CO1	BT1
8	State one benefit of workforce planning to organizations	2	CO2	BT1
9	State one action to handle workforce shortage.	2	CO3	BT1
10	Mention one method to reduce surplus workforce.	2	CO3	BT1

Part B: Answer Any 1 Following Questions. 16 M

Qn.No	Questions	M	CO	BT
11.a	Explain how HRM contributes to organizational success.	6	CO1	BT2
11.b	Apply the concept of HRM to explain how a company can improve employee productivity.	10	CO1	BT3
12.a	Explain the training programs which be used to improve employee performance	6	CO3	BT2
12.b	Apply HR planning to address employee shortages in a company.	10	CO2	BT3

Part C: Answer Any 1 Following Questions. 16 M

Qn.No	Questions	M	CO	BT
13.a	Describe how demand forecasting is carried out in manpower planning.	6	CO2	BT2
13.b	Illustrate the role of supply forecasting in manpower planning.	10	CO2	BT3
14.a	Explain the concept of job analysis with an example	6	CO2	BT2
14.b	Illustrate the job enrichment that improves employee performance.	10	CO2	BT3

Part D: Answer Any 1 Following Questions. 16 M

Qn.No	Questions	M	CO	BT
15.a	Explain the advantages of employee referrals as a recruitment source.	6	CO3	BT2
15.b	Apply different types of selection tests for technical job roles.	10	CO3	BT3
16.a	Describe panel interviews and their advantages.	6	CO3	BT2
16.b	Apply the selection process to reduce employee turnover.	10	CO3	BT3

Part E: Answer Any 1 Following Questions. 16 M

Qn.No	Questions	M	CO	BT
17.a	Explain how training improves employee performance in an organization.	6	CO4	BT2
17.b	Illustrate the role of training in organizational growth.	10	CO4	BT3
18.a	Explain the importance of training evaluation.	6	CO4	BT2
18.b	Apply off-the-job training methods for developing managerial skills.	10	CO2	BT3

Part F: Answer Any 1 Following Questions. 16 M

Qn.No	Questions	M	CO	BT
19.a	Explain different training aids in conducting an effective session.	6	CO4	BT3
19.b	Apply TNA methods to determine training requirements for a new employee.	10	CO4	BT3
20.a	Describe the behavioral method of appraisal and how it differs from trait methods.	6	CO5	BT2
20.b	Demonstrate how the results method (MBO) can be used in a production unit.	10	CO5	BT3