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**PRESIDENCY UNIVERSITY, BENGALURU  
SCHOOL OF LAW**

Max Marks: 40

Max Time: 180 Mins

Weightage: 40 %

**ENDTERM FINAL EXAMINATION**

I Semester AY 2017-18

Course: **BBL 103 Human Resource Management**

23 DECEM 2017

**Instructions:**

- i. Write legibly

**Part A**

**[10 Q x 1 M= 10 Marks]**

1. Distinguish training and development? Give examples for each.
2. What are the types of training that are commonly employed in present-day organizations?
3. Write short notes on methods of training evaluation?
4. Give the merits and demerits of case study method?
5. How would you select a suitable Executive Development Method?
6. What are the components of Pay Structure? Explain.
7. Write short notes on Taylor's differential piece rate system and Merrick's differential piece rate system?
8. Why fringe benefits are needed? List down the different types.
9. What are the measures to promote employee health in organizations?
10. What are the steps in grievance procedure? Explain.

**Part B**

**[5 Q x 3 M= 15 Marks]**

11. Describe in detail the process of performance appraisal?
12. Write short notes on
  - a) Wage policy in India
  - b) Executive Compensation
  - c) Wage differentials
13. Briefly explain the organization wide incentive plans?
14. Explain the legal provisions regarding employee safety?
15. Briefly discuss the social security measures provided under the following acts:
  - a) Workmen's Compensation Act, 1923
  - b) Employee's State Insurance Act, 1948
  - c) Maternity Benefits Act, 1961

**Part C**

**[2 Q x 7.5 M= 15 Marks]**

16. Assume you were asked to develop a training programme to improve the customer sales skills. What training methods would you use? Why?
17. a) If you were asked to develop a policy on discipline, what topics would you include in the policy? Why?  
b) What are essentials of A Good Disciplinary System? Explain.



**PRESIDENCY UNIVERSITY, BENGALURU  
SCHOOL OF LAW**

Max Marks: 30

Max Time: 120 Mins

Weightage: 30 %

**2016 BBA, LL.B (H) III SEMESTER  
MID TERM EXAMINATION**

I Semester AY 2017-2018

Course: **BBL 103 Human Resource  
Management**

14 OCT 2017  
9.30 AM – 11.30 AM

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**Instructions:**

- i. Write legibly
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**Part A**

(1Q x 10 M= 10 Marks)

1. a. Develop a job description and job specification for “Legal Officer” in any industry of your choice.  
b. Suppose you have been appointed as the HR manager of a newly established organization with more than 1000 employees of different categories. Outline the policies you would put in place and give your rationale for each.

**Part B**

(5 Q x 2 M= 10 Marks)

2. Identify and discuss the managerial and operative functions of HRM.  
3. Elaborate on the roles played by a Personnel Manager.  
4. Describe the process involved in conducting a Job analysis.  
5. Write short notes on skills inventory. Give example.  
6. Discuss the problems in HRP.

**Part C**

(1 Q x 10 M= 10Marks)

7. Answer the correct choice, answer as the need be
- Why is it correct to say that all managers are involved in the HRM Functions?
  - What are the important subsystems of HRM?
  - \_\_\_\_\_ is one’s skills, abilities in meeting the needs of the job which one is holding currently.
  - Give the qualities and qualifications necessary for a good personnel manager.
  - Job descriptions should be reviewed by: \_\_\_\_\_  
a) Supervisors   b) Job Incumbents   c) HRD   d) None of the Above   e) All of the above
  - Are job descriptions really necessary?
  - What is Position Analysis Questionnaire (PAQ)?
  - Method of tracking the pattern of employee movements through various jobs is \_\_\_\_\_
  - The basis for human resource planning is the supply of employees. True / False
  - What can an organization do when a shortage of employees is anticipated?