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**PRESIDENCY UNIVERSITY
BENGALURU**

**SCHOOL OF LAW
END TERM EXAMINATION - JUN 2023**

Semester : Semester IV - 2021

Course Code : BBA2003

Course Name : Sem IV - BBA2003 - Human Resource Management

Program : BBL

Date : 12-JUN-2023

Time : 1.00PM - 4.00PM

Max Marks : 100

Weightage : 50%

Instructions:

- (i) Read all questions carefully and answer accordingly.
 - (ii) Scientific and non-programmable calculator are permitted.
 - (iii) Do not write any information on the question paper other than Roll Number.
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ANSWER ALL THE QUESTIONS

(10 X 10 = 100M)

1. Illustrate the Donald Kirpatrick four-level model of training evaluation.
(CO4) [Application]
2. More than one-third of U.S. companies are abandoning the traditional appraisal process. From Silicon Valley to New York, and in offices across the world, firms are replacing annual reviews with frequent, informal check-ins between managers and employees. Illustrate the errors in the performance appraisal process that are forcing companies to abandon it.
(CO5) [Application]
3. Explain the purpose of conducting a job analysis.
(CO2) [Comprehension]
4. Summarize the plan of action in case of shortage of workforce during the HR planning process.
(CO2) [Comprehension]
5. Explain the selection process. How does recruitment differ from selection process?
(CO3) [Comprehension]
6. Employee training is a planned set of activities for imparting knowledge to employees, such that it leads to a growth in job skills required for organizational growth. In this regard, illustrate the steps in the training process.
(CO4) [Comprehension]
7. With the right performance appraisal method, organizations can enhance employee performance within the organization. A good employee performance review method can make the whole experience effective and rewarding. Demonstrate the various methods of conducting performance appraisals.
(CO5) [Application]

8. Trace the evolution of the concept of human resources management. (CO1) [Comprehension]
9. Recruitment involves attracting and obtaining as many applications as possible from eligible job seekers. An effective approach to recruitment can help a company successfully compete for limited human resources. In this regard, discuss the various sources of recruitment. (CO3) [Comprehension]
10. Explain the recent trends in Human Resources Management. (CO1) [Comprehension]