

Roll No



**PRESIDENCY UNIVERSITY  
BENGALURU**

**SCHOOL OF MANAGEMENT  
MID TERM EXAMINATION - APR 2023**

**Semester :** Semester II - 2022 - 2022

**Course Code :** BBA2003

**Course Name :** Sem II - BBA2003 - Human Resources Management

**Program :** BBA, BBB, BBE, BBF, BBD & BAV

**Date :** 13-APR-2023

**Time :** 9.30AM - 11.00AM

**Max Marks :** 50

**Weightage :** 25%

**Instructions:**

- (i) Read all questions carefully and answer accordingly.
- (ii) Question paper consists of 3 parts.
- (iii) Scientific and non-programmable calculator are permitted.
- (iv) Do not write any information on the question paper other than Roll Number.

**PART A**

**ANSWER ALL THE QUESTIONS**

**(5 X 2 = 10M)**

1. Define HR analytics Dashboard?  
(CO1) [Knowledge]
2. Outline the various factors influencing job design?  
(CO1) [Knowledge]
3. Is labour considered as Commodity concept ? Describe  
(CO1) [Knowledge]
4. Managing Director and senior managers had been focussing their efforts on business development and whilst doing so, the business had reached that point in growth where clear, compliant policies and procedures which were non existent had now become a necessity. Define HR policy.  
(CO2) [Knowledge]
5. Outline the scope of Human Resource Management.  
(CO2) [Knowledge]

**PART B**

**ANSWER ALL THE QUESTIONS**

**(2 X 10 = 20M)**

6. Job rotation, Job enlargement and Job enrichment are simply attempts by managers to avoid individuals at work. Differentiate between these three concepts in detail.  
(CO1) [Comprehension]

7. Mr. Sharma has a small business set up employing 100 workers. Now he is planning to further expand his workforce. He discusses the situation with the new human resource manager of the organisation. He expresses his interest to have a mix of old people who have a better understanding of the running processes and new joiner who are more tech savvy and hold professional degrees. Assuming that you are a human resource manager, what would you suggest Mr. Sharma so that he is able to manage his human resource efficiently?

(CO2) [Comprehension]

## PART C

### ANSWER ALL THE QUESTIONS

(1 X 20 = 20M)

8. Jennifer, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30 percent. However, five of the ten workers are expected to retire within three years. These workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages. In addition to these changes, Jennifer believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Jennifer has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation. Jennifer shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn't sure if this would be a good choice. Jennifer schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented.

#### Case Questions

- Point out which changes are occurring in the business that affects HRM.
- List out the various considerations the company and HR should be aware of when making changes related to this case study?
- Illustrate your role be in implementing these changes?

(CO2) [Application]