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**PRESIDENCY UNIVERSITY  
BENGALURU**

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

**Semester :** Semester II - 2022

**Course Code :** BBA2003

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

**Program :** BBA

**Date :** 18-MAY-2023

**Time :** 10.30AM - 12.00PM

**Max Marks :** 50

**Weightage :** 25%

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**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.
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**PART A**

**ANSWER ALL THE QUESTIONS**

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

1. Describe the importance of human resource planning.  
(CO1) [Knowledge]
2. At present, these job analysis and job description have gained much importance because of extreme competition; all the organization wants to put the right man at the right job. But it can only be possible if you thoroughly investigate the details regarding the Job. Differentiate between Job analysis & Job description.  
(CO2) [Knowledge]
3. Is labour considered as Commodity concept ? Describe  
(CO1) [Knowledge]
4. List out the three prime role of HR manager.  
(CO1) [Knowledge]
5. HRM is a reactive management function, while HRD stands for proactive tasks that are a subset of HRM. Outline the difference between HRM and HRD.  
(CO2) [Knowledge]

**PART B**

**ANSWER ALL THE QUESTIONS**

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

6. A lot of project managers are unaware about human resource planning, but that's dangerous. If you want to run your project successfully, you need manpower. You've got to know the roles and responsibilities of each team member. And only human resource planning can help you with that. State the limitations of Human Resource Planning.

(CO1) [Comprehension]

7. Job rotation, Job enlargement and job Enrichment are simply attempts by managers to avoid individuals at work- Differentiate between these three concepts in detail.

(CO2) [Comprehension]

## PART C

### ANSWER THE FOLLOWING QUESTION

(1 X 20 = 20M)

8.

Watson Public Ltd Company is well known for its welfare activities and employee-oriented schemes in the manufacturing industry for more than ten decades. The company employs more than 800 workers and 150 administrative staff and 80 management-level employees. The Top-level management views all the employees at the same level. This can be clearly understood by seeing the uniform of the company which is the Same for all starting from MD to floor level workers. The company has 2 different cafeterias at different places one near the plant for workers and others near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of the same quality. In short, the company stands by the rule of **Employee Equality**.

The company has one registered trade union. The relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a paymaster in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing a countable number of problems in supplying the materials in the recent past days. Problems like quality issues, mismatch in packing materials (placing material A in the box of material B) incorrect labelling of material, not dispatching the material on time, etc...

The management views the case as there are loopholes in the system of various departments and hand over the responsibility to the HR department to solve the issue. When the HR manager goes through the issues he realized that the issues are not relating to the system but it relates to the employees. When investigated he come to know that the reason behind the casual approach by employees in work is

- The company hired new employees for a higher-level post without considering the potential internal candidates.
- The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

### Questions

1. Illustrate the case with a suitable title and justify.

2. Choose the suitable HR policies

(CO2) [Application]