# PRESIDENCY UNIVERSITY
## BENGALURU

**SET-B**

# SCHOOL OF LAW
## END TERM EXAMINATION – MAY/JUNE 2024

**Semester :** Semester IV - 2022
**Course Code :** BBL4002
**Course Name :** Human Resource Management
**Program :** BBA LLB Honors

**Date :** JUNE 19, 2024
**Time :** 9:30 AM - 12:30 PM
**Max Marks :** 100
**Weightage :** 50%

**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 ANY FOUR QUESTIONS**                    **4Q X 5M = 20 MARKS**

1. Explain the benefits and applicability of HR Analytics data to a company.

    (CO1) [Knowledge]

2. Recognize the characteristics of Human Resource Planning.

    (CO2) [Knowledge]

3. State the purpose of Recruitment practice in an Organization.

    (CO3) [Knowledge]

4. Outline the importance of conducting training program.

    (CO4) [Knowledge]

5. Recognize the disadvantages of having a rigid Appraisal in a company.

    (CO5) [Knowledge]

6. Describe the purpose of conducting Performance Appraisal.

    (CO6) [Knowledge]

## PART B

**ANSWER ANY FOUR QUESTIONS**                    **4Q X 10M = 40 MARKS**

7. Industries and their functioning is changing at a rapid pace due to technological advancement, this progress affects the policies, rules and regulation of the HR department. Recognize the challenges faced by the HR department with examples in context of advancements.

    (CO1) [Application]

8. Describe the Job Design techniques that can be adapted for Employee development in a Company.

    (CO2) [Application]

9.  Summarize the external uncontrollable factors that impact recruitment practice in an organization.

(CO3) [Application]

10. Explain the process involved in designing and imparting training program in an organization.

(CO4) [Application]

11. Performance Appraisal activity in the company is subjected to flaws as other sub functions of the organization, but it is important to overcome the flaws as performance appraisal largely contributes to the development of the company. Explain the initiatives that can be adopted by the organizations to overcome errors in the performance appraisal system.

(CO5) [Application]

12. Explain the difference between on the job and off the job training program.

(CO6) [Application]

## PART C

### ANSWER ANY TWO QUESTIONS          2Q X 20M = 40 MARKS

13. Training and development activities are organized in an organization with an objective of employee skill development at workplace. Companies invest money and man hours on training program; hence it is important for the companies to have an understanding about purpose for conducting training program based on which they can decide on type of training program to be offered. Classify the types of training program with examples.

(CO4) [Analysis]

14. Performance Appraisal is an expensive and a time-consuming activity, due to which many of the companies face problem of employee attrition, legal problem, employee dissatisfaction at work. Classify the benefits of conduct performance appraisal from Employer and Employee perspective in the company.

(CO5) [Analysis]

15. Company ABC is a startup organization with a manpower of 55 employees working across various departments in the company. The company is willing to conduct performance appraisal as they are nearing to the closure of the year. Demonstrate the steps to be followed for conducting Appraisal to company ABC.

(CO6) [Analysis]