

4 MJ 20110

FOUR YEAR B.B.A. (CBCS) DEGREE EXAMINATION, APRIL/MAY 2025.

FOURTH SEMESTER

Major

Course 10 – HUMAN RESOURCE MANAGEMENT

(w.e.f 2023-24 Admitted Batch)

Time : Three hours

Maximum : 70 marks

(No additional sheet will be supplied)

PART A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. What is the nature of HRM?
2. What are the service functions of HRM?
3. Define Human Resource Planning (HRP).
4. Name the stages in the selection process.
5. Define training in the context of HRM.
6. What is the scope of training in an organization?
7. Define performance appraisal.
8. Define compensation management.
9. What are the types of industrial disputes?
10. Define collective bargaining.

PART B — (5 × 10 = 50 marks)

Answer ALL questions.

11. Explain the concept of Human Resource Management (HRM). Discuss its nature, significance, and scope.
- Or
12. Critically evaluate the importance of HRM in enhancing employee productivity and organizational performance.

13. What is job analysis? Discuss its role in recruitment and selection processes.

Or

14. What are the techniques used in the selection process? Discuss their significance in hiring decisions.

15. Explain the off-the-job training techniques. What are their advantages and limitations?

Or

16. Discuss the techniques used for executive development. How do they help in building leadership skills?

17. Discuss the traditional methods of performance appraisal. What are their advantages and limitations?

Or

18. Explain the role of job evaluation in wage fixation. How does it ensure fair compensation practices?

19. Explain the concept of industrial relations. Discuss its significance and objectives.

Or

20. Discuss the types of collective bargaining. How do they differ in their approach and outcomes?