

Total No. of Questions : 3]

SEAT No. :

PB-1408

[Total No. of Pages : 3

[6225]-301

S.Y. B.B.A.

**301: Principles of Human Resource Management
(2019 Pattern) (Semester-III)**

Time : 2½ Hours]

[Max. Marks : 70

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

Q1) A) Multiple Choice Questions : [5]

- i) _____ is motivating employees by providing reasonable & satisfactory remuneration.
 - a) Compensation
 - b) Employment
 - c) Human Relation
 - d) Coordinating
- ii) Process of Manpower Planning consists of _____
 - a) Forecasting
 - b) Employee Branding
 - c) Development of employee
 - d) both (a) & (b)
- iii) _____ lower down the morale of employee.
 - a) Discontentment from job
 - b) Demotion
 - c) Frustration
 - d) All of above
- iv) Technology has led to the changes in which area of HRM?
 - a) Customer
 - b) Supplier
 - c) Buyer
 - d) Training & Development
- v) If demand of employees is more than supply of employees _____ Strategy is implemented.
 - a) Recruitment
 - b) Retirement
 - c) Retrenchment
 - d) Demotion

P.T.O.

B) Match the Pairs

[5]

SET A

SET B

- | | |
|--|--|
| i) Studying & collecting the information relating to the operations & responsibilities of the job. | a) Job Specification |
| ii) A Statement of minimum acceptable human qualities necessary to perform job properly | b) International Human Resource Management |
| iii) A process of managing the diverse & global pool of talented people. | c) Organising |
| iv) Implementation of HR practices, policies & strategies through the use of web technology based channels | d) Job Analysis |
| v) Aligning people & other resources so as to work together & achieve organizational objectives | e) Electronic HRM |

C) Answer the following (Any 5)

[5]

- i) Define the term Employment.
- ii) Define Career.
- iii) What is employee morale
- iv) What is Work force diversity?
- v) State the approaches of IHRM.
- vi) What are career anchors?

D) Fill in the blanks

[5]

- i) The systematic & orderly process of measuring the worth of job within an organization is called _____
- ii) Maintaining the balance between personal & work life is known as _____
- iii) The retirement stage of a career is also known as _____
- iv) The functions focuses on specific activities of human resources of the organization are _____ functions.
- v) Planning, directing, controlling , Organizing are _____ type of functions.

Q2) Answer the following (Any 3)

[30]

- i) Discuss in detail the challenges before HRM.
- ii) What are the factors contributing job satisfaction? Discuss the advantages of job satisfaction.
- iii) What are the benefits & barriers of HRP?
- iv) What is career planning? Discuss the process of career planning.
- v) Give the advantages & disadvantages of Work from Home.

Q3) Write Short Notes on (Any 4)

[20]

- i) Roles of HRM
- ii) Benefits of HRP.
- iii) Job Description
- iv) Approaches to IHRM
- v) Principles of HRM
- vi) Stages of career

