



K24U 0818

Reg. No. :

Name :



IV Semester B.B.A./B.B.A. (RTM) Degree (CBCSS – OBE – Regular/
Supplementary/Improvement) Examination, April 2024
(2019 to 2022 Admissions)

Core Course

4B06BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

SECTION – A

Answer **all** the questions. **Each** question carries **1** mark.

1. What do you mean by Human Resource Management ?
2. What do you mean by job specification ?
3. What do you mean by job rotation ?
4. What do you mean by Executive development ?
5. Define the term 'Demotion'. What are the reasons for demotion ?
6. In which circumstances piece rate system is advisable ? **(6×1=6)**

SECTION – B

Answer **any six** questions. **Each** question carries **2** marks.

7. Briefly discuss about the functions of HRM.
8. What are the benefits of HR planning ?
9. Write short notes on Job analysis.
10. Explain any two methods of job evaluation.
11. Explain the objectives of human resource management.

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12. What are the elements of an effective induction program ?

13. What are the different types of promotion ?

14. What are the major causes of labour turnover ?

(6×2=12)

SECTION – C

Answer **any four** questions. **Each** question carries **3** marks.

15. Explain the roles and responsibilities of an HR manager.

16. What is job description ? What are its contents ?

17. Justify "Recruitment is positive and selection is a negative process".

18. Define training and development. Explain any 4 methods of training.

19. Discuss the advantages and problems of linking compensation with performance.

20. What are the important causes of absenteeism ?

(4×3=12)

SECTION – D

Answer **any two** questions. **Each** question carries **5** marks.

21. Define manpower planning. Explain the various steps involved in manpower planning.

22. Define recruitment. What are various external and internal sources of recruitment ? Discuss with the help of examples.

23. Define compensation. What are various elements of compensation ? Briefly, discuss the factors affecting compensation policy of an organization.

24. What do you mean by grievances ? Discuss various causes of Grievances in the organizations. Explain the process of Grievance handling with the help of suitable illustrations.

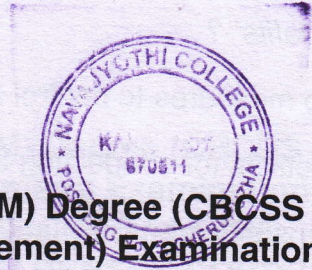
(2×5=10)



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Reg. No. :

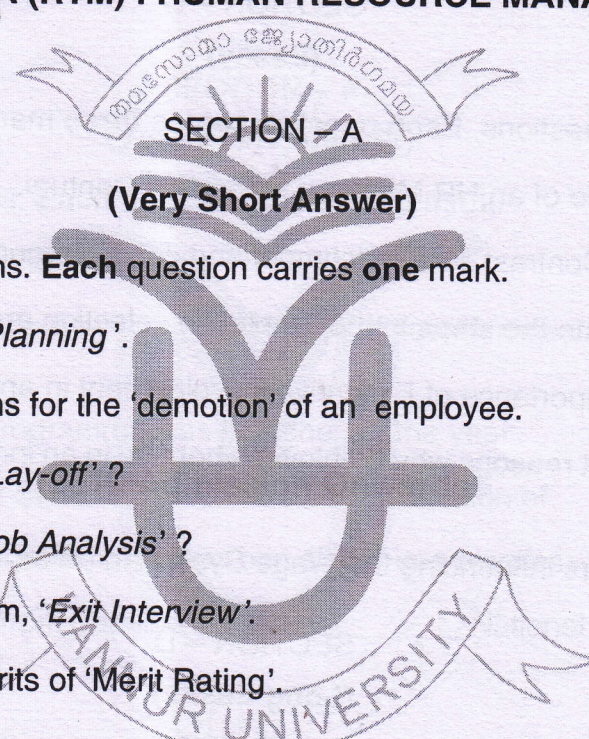
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**IV Semester B.B.A./B.B.A. (RTM) Degree (CBCSS – OBE – Regular /
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Core Course
4B06BBA/BBA (RTM) : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

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SECTION – A

(Very Short Answer)

Answer **all** the questions. **Each** question carries **one** mark.

1. Define 'Manpower Planning'.
2. Give any two reasons for the 'demotion' of an employee.
3. What is 'Employee Lay-off' ?
4. What is meant by 'Job Analysis' ?
5. Comment on the term, 'Exit Interview'.
6. Mention any two merits of 'Merit Rating'.

(6×1=6)

SECTION – B

(Short Answer)

Answer **any six** questions. **Each** question carries **two** marks.

7. Distinguish between 'Placement' and 'Induction'.
8. What is 'Compensation Management' ?
9. What does the 'Welfare aspect of HRM' specify ?

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10. What are 'Fringe Benefits' ?
11. Recommend any two measures to control Absenteeism in your company.
12. Identify any two objectives for conducting Stress Interview.
13. Make any comparisons between HRM and HRD.
14. What are the two benefits of collecting suggestions from employees at the workplace ? **(6x2=12)**

SECTION – C

(Essay)

Answer **any four** questions. **Each** question carries **three** marks.

15. Examine the role of an HR Manager in the 21st Century.
16. Compare and Contrast Job Enrichment and Job Enlargement.
17. Briefly enumerate the steps in the Employee selection process.
18. Highlight the importance of Executive Development in an organisation.
19. Outline different reasons why employees behave in an indisciplined manner at the workplace.
20. Trace the factors influencing the Wage System in an organisation. **(4x3=12)**

SECTION – D

(Long Essay)

Answer **any two** questions. **Each** question carries **five** marks.

21. Define 'Recruitment'. Detail the different sources of recruiting employees in a company.
22. "HRM functions play a vital role in the whole scheme of management of an organisation". Elucidate.
23. Describe the detailed Grievance Redressal Mechanism prescribed by law in India.
24. Compare and Contrast the different methods of Training employees at the workplace. **(2x5=10)**



K22U 1519

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**IV Semester B.B.A./B.B.A.(R.T.M.) Degree CBCSS (OBE) Regular/
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(2019 Admission Onwards)

Core Course

4B06BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries **1** mark.

1. Define decision making.
2. What do you mean by job description ?
3. Define job enrichment.
4. State the needs of training.
5. What do you mean by incentives ?
6. What is meant by promotion ?

(6×1=6)

PART – B

Answer **any 6** questions. **Each** question carries **2** marks.

7. State any two roles of HR manager.
8. Explain the objectives of HRM.
9. State the difference between HRM and personal management.
10. State the importance of man power planning.
11. Discuss the process of job analysis.
12. State the various benefits of training.
13. What are the reasons for demotion ?
14. What do you mean by labour turn over ?

(6×2=12)

P.T.O.

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PART – C

Answer **any 4** questions. **Each** question carries **3** marks.

15. Discuss the evolution of HRM.
16. State the merits of internal sources of recruitment.
17. Discuss the benefits of job evaluation.
18. Discuss the types of training.
19. State the objectives of compensation management.
20. Explain the importance of grievance redressal. **(4×3=12)**

PART – D

Answer **any 2** questions. **Each** question carries **5** marks.

21. Define Human Resource Planning. Explain its steps.
 22. Explain the various methods of executive development.
 23. Discuss the meaning and methods of performance appraisal.
 24. What is absenteeism ? State its causes. Also state the measures to control absenteeism. **(2×5=10)**
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K21U 1061

Reg. No. :

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IV Semester B.B.A./B.B.A.(R.T.M.) Degree CBCSS (OBE) Regular
Examination, April 2021
(2019 Admission Only)
Core Course
4B 06 BBA/BBA(RTM) : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries 1 mark.

1. Define HRM.
2. What do you mean by human resource planning ?
3. Define induction.
4. Define Executive Development.
5. What is performance appraisal ?
6. What is compensation management ? (6×1=6)

PART – B

Answer **any 6** questions. **Each** question carries 2 marks.

7. State the characteristics of HRM.
8. Explain the significance of HRM.
9. What do you mean by job analysis ?
10. State the contents of job specification.
11. Discuss the significance of training.
12. State the various basis for promotion.
13. What are the causes of absenteeism ?
14. State the meaning of layoff. (6×2=12)

P.T.O.



PART – C

Answer **any 4** questions. **Each** question carries **3** marks.

- 15. Discuss the steps in human resource planning.
- 16. What are the various methods of job evaluation ?
- 17. Explain the process of training.
- 18. Discuss the types of transfers.
- 19. State the importance of employee discipline.
- 20. Explain the causes of employee grievances. (4×3=12)

PART – D

Answer **any 2** questions. **Each** question carries **5** marks.

- 21. Define recruitment. Explain the sources of recruitment.
- 22. Explain the powers and responsibilities of HR Manager.
- 23. Discuss the meaning and methods of training.
- 24. What are the factors influencing wage system ? (2×5=10)