



Roll no.....

End Semester Examination, December 2024
BBA MBA Integrated – 5 Semester
Human Resource Management (SMMC212A)

Time: 2.5 hrs.

Max Marks: **50**

Note: **All Questions are compulsory.**

PART-A

Q.1 Attempt any five questions.

- (a) Explain the concept of Human Capital Assessment. [CO-1] [L-2] **2**
- (b) What is the purpose of employee induction and socialization? [CO-2] [L-2] **2**
- (c) Define wage and salary administration. [CO-3] [L-1] **2**
- (d) Discuss the impact of downsizing and right-sizing on organizations. [CO-4] [L-4] **2**
- (e) What is Human Resource Management? [CO-1] [L-1] **2**
- (f) Differentiate between recruitment and selection. [CO-2] [L-2] **2**
- (g) What is performance appraisal? [CO-3] [L-1] **2**

2x5

PART-B

- Q.2** Explain the concept of Human Resource Management (HRM) and discuss the role of an HR manager in an organization. What are the key challenges faced by HR managers in today's dynamic business environment, and how can they be addressed? [CO-1] [L-3] **10**

OR

Define the different methods of job analysis used to gather information about job roles, responsibilities, and required skills, including their advantages and disadvantages. [CO-2] [L-2] **10**

- Q.3** Identify and explain six important factors that organizations should consider when developing a sound wage policy. Discuss how each factor influences wage and salary administration. [CO-3] [L-3,4] **10**

OR

Describe the EPRG model with labeled diagrams, focusing on its application in international HRM practices. [CO-3] [L-2] **10**

- Q.4** Explain what an HR audit is, discuss its importance to an organization, and outline the typical steps involved in the HR audit process. [CO-4] [L-2,3] **10**

OR

Define recruitment and discuss the primary sources used to attract candidates. Outline the key steps involved in the recruitment process and their importance in selecting suitable employees. [CO- 4] [L-2] **10**

- Q.5** Discuss the significance of grievance handling in HRM, focusing on its role in maintaining employee morale and improving organizational relations. Outline the steps involved in an effective grievance resolution process, emphasizing fairness and timely resolution. [CO-3] [L-3] **10**

OR

Explain the meaning of collective bargaining and its types. How does collective bargaining work? Outline the key steps involved in the collective bargaining process..

[CO- 4] [L-3] **10**