END TERM EXAMINATION
FOURTH SEMESTER [BBA] MAY-JUNE 2012

Paper Code: BBA202
BBA(TTM)202
BBA(MOM)202

Subject: Human Resource Management

Time: 3 Hours
Maximum Marks: 75

Note: Attempt any six questions including Q.no.1 which is compulsory.

Q1 Answer any five briefly of the following:-(3x5=15)
(a) Role of HRM in a global environment.
(b) Skill building
(c) Social Security Schemes in India.
(d) Differentiate between base and supplementary compensation.
(e) 360 degree appraisal technique.
(f) Sources of recruitment.
(g) Benefits of flexitime as a practice
(h) Employee welfare measures/schemes in an MNC.

Q2 Define strategic HRM and examine the role of HR manager in developing corporate strategy. (12)

Q3 (a) What specific constraints might prevent an HR manager from hiring the best candidate? (6)
(b) Differentiate between coaching and mentoring. (6)

Q4 Describe the HR implications when an organization is downsizing. (12)

Q5 "Training programs are frequently the first items eliminated when management wants to cut costs." Do you agree? Why? Explain in detail. (12)

Q6 Outline the major problems of interview as a selection device. How HRM can reduce these problems? (12)

Q7 What are the five traditional career stages? Which one of these is least relevant to HRM? Justify your opinion. (12)

Q8 How should performance appraisals change when teams rather than individuals are evaluated? (12)

OR
"Team compensation allows some individuals to work harder than other, yet receive the same pay". Comment and justify.