

[6033]-301

S.Y. B.B.A.

**PRINCIPLES OF HUMAN RESOURCE  
MANAGEMENT**

**(2019 Pattern) (Semester - III) (CBCS)**

*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) The term bottom up approach is commonly associated with \_\_\_\_\_
  - a) Normal group technique
  - b) Delphi technique
  - c) Managerial judgement
  - d) Replacement charts
- ii) \_\_\_\_\_ is the managerial function of the HR manager.
  - a) Procurement
  - b) Development
  - c) Organizing
  - d) Performance appraisal
- iii) Bringing together various tasks to build a job is called \_\_\_\_\_
  - a) Job evaluation
  - b) Job design
  - c) Job classification
  - d) Job Description
- iv) The factors that influence the selection of individual career choices are usually referred as \_\_\_\_\_
  - a) Career anchoring
  - b) Career path
  - c) Career goals
  - d) Mentoring
- v) \_\_\_\_\_ e-HRM is concerned with administrative function- payroll & employee personal data, for example
  - a) Operational
  - b) Relational
  - c) Transformational
  - d) None of above

*P.T.O.*

B) Match the following [5]

- | A  | B                                   |
|--|-------------------------------------|
| i) View employee as an asset               | a) Personnel Management             |
| ii) View employee as a labour              | b) Human Resource Management        |
| iii) Mid Career stage                      | c) Directing                        |
| iv) Telling employees the tasks to perform | d) Organising                       |
| v) Aligning People & resources             | e) Between age group of 35-50 years |

C) Answer in one sentence : [5]

- i) Define the term Human Resource planning?
- ii) State any two challenges before HRM?
- iii) Who is the founder of Human Relations Movement & known for research including the Hawthorne studies?
- iv) State any two E-HRM activities.
- v) Define the term International HRM(I-HRM).

D) Fill in the blanks: [5]

- i) A group of positions that have similar duties, tasks & responsibilities is called \_\_\_\_\_.
- ii) A \_\_\_\_\_ is defined as a sequence of separate but related work activities that provides continuity, order & meaning in person's life.
- iii) \_\_\_\_\_ is a plan or a sketch of the job to be done.
- iv) \_\_\_\_\_ is the process of imparting or increasing knowledge or skill of an employee to do a particular job.
- v) HRIS stands for \_\_\_\_\_.

Q2) Long Answer questions (Attempt Any 3) (10 marks each) [30]

- a) Define the term Human Resource Management. Explain its functions in detail.
- b) What do you mean by Human Resource Planning? Explain the process of HRP.
- c) What do you mean by Career Planning? State its objectives & explain the process in detail.
- d) Explain the concept of Outsourcing in detail.
- e) Explain Job Analysis along with the methods in detail.

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Q3) Short Notes (Attempt Any 4) (5 marks each)

[20]

- a) Difference between Personnel Management & HRM.
- b) Work from Home.
- c) Job Evaluation.
- d) Employee Morale.
- e) E-HRM.
- f) Job Description

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