

Total No. of Questions : 3]

SEAT No. :

P5947

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[6143]-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]

- a) _____ Views employees as an important assets for the development of organization.
 - i) HRM
 - ii) Personnel Management
 - iii) Outsourcing
 - iv) None of above
- b) Human Resource Planning is required due to _____.
 - i) Technological Upgradation
 - ii) Skill Shortage
 - iii) Government Regulations
 - iv) All of above
- c) Responsibility for Career Planning does not include _____.
 - i) Responsibility of Employee
 - ii) Responsibility of Organization
 - iii) Responsibility of Public
 - iv) Responsibility of Employer
- d) Application of E-HRM includes _____.
 - i) E-Training
 - ii) E-Payroll
 - iii) E-Recruitment
 - iv) All of above
- e) The Functions of HRM includes _____.
 - i) Operative Functions
 - ii) Managerial Functions
 - iii) Planning
 - iv) Both (i) & (ii)

P.T.O.

B) Match the Pairs [5]

- | Set A | Set B |
|--|--|
| a) Feeling or attitude of an employee towards the job he is performing | i) External Environmental Factor |
| b) Organizational Culture | ii) Statement of skills & knowledge required to perform job. |
| c) Technology | iii) Job Satisfaction |
| d) Job Specification | iv) Internal Environmental Factor |
| e) Job Description | v) Statement of duties, responsibilities and functions of a particular job |

C) Answer the following (Any 5) [5]

- a) Define the term HRM.
- b) What do you mean by Job Analysis?
- c) Define the term Career Planning.
- d) Define Human Resource Planning.
- e) State the approaches of IHRM.
- f) Define Employee Morale.

D) Fill in the blanks. [5]

- a) _____ Means having wide range of individuals in the organization.
- b) Exploration, Establishment, Mid-career, Late Career and Decline, are the stages of _____.
- c) Human resource planning is also known as _____.
- d) HRIS stands for _____.
- e) _____ is a sequence of separate but related work activities that provide continuity, order & meaning in person's life.

Q2) Answer the following (Any 3)

[30]

- a) State and explain Objectives & Principles of HRM.
- b) State & explain the factors influencing the Estimation of Human Resource in Organization.
- c) What are the causes of low employee morale. Explain the measures to strengthen the morale of the employees.
- d) Write a detailed note on Recent Trends in HRM.

Q3) Write Short Notes on (Any 4)

[20]

- a) HR Outsourcing.
- b) Benefits of Career Planning.
- c) Limitations of HRP.
- d) Roles of HR Manager.
- e) Advantages of Job Satisfaction.
- f) Components of Job Analysis.

