PC-1151

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T.Y. B.B.A.
C606 HRM: Recent Trends and HR Accounting
(2019 Pattern) (Semester - VI) (CBCS) (Paper - 1)

Time : 2½ Hours]   *[Max. Marks : 50*

Instructions to the candidates:
  1)   *All the questions are compulsory.*
  2)   *Figures to the right indicate full marks.*

Q1) A)   Fill in the blanks (Any 4 out of 5) :   **[4]**

    i)   _____ is a human resource concept that describes the level of enthusiasm and dedication a worker feels toward the job. (Employee enrichment Employee enhancement, Employee empowerment, Employee engagement)

    ii)   _____ research implies systematized investigation into the matters of employees with an objective to solve their problems. (Logistics, Computer, Personnel, Accounting)

    iii)   _____ helps the employees of the organization to be engaged employees of the company. (Regular demotions, Autocratic work culture, Offering rewards, Unclear goals and objectives)

    iv)   An effective HRIS provides the basic functionalities needed for end-to-end aspects of _____. (Inventory Management, Personnel Management, Personal Management, Supply Chain Logistics Management)

    v)   _____know what their role is, what their job entails, and they want to do it. (Disengaged employees, Disinterested employees, Complaining employees, Engaged employees)

B)   Match the following :   **[4]**

i)	Communicating expectations clearly	a)	Considers HR as an asset
ii)	Believes work is meaningful	b)	Indicator of Engaged employee
iii)	HRIS	c)	Measure to Employee Engagment
iv)	Human Resource Accounting	d)	Composite of computer applications

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C) True the False (Any 4 out of 5) : **[4]**

   i) HRIS obstructs the initiatives of talent management. (True / False)

   ii) Disengaged employees often show a greater commitment to the company's values and goals. (True / False)

   iii) HRIS helps the managers to define solid strategies to reduce Staff turnover. (True / False)

   iv) Personnel research seeks answers to HR problems of managerial staff only. (True / False)

   v) The intention of HR Accounting is to underline the scope of the Employees in Monetary Terms. (True / False)

Q2) **Short note (Any 3 out of 5)** **[18]**

   a) Challenges to Employee Engagement

   b) Process of Personnel research

   c) Objectives of Human resource Audit

   d) Components of HRIS

   e) Limitations of Human Resource Accounting

Q3) **Long Answers (Any 2 out of 4) :** **[20]**

   a) Define Employee Engagement? Explain the factors affecting the Employee's Engagement?

   b) Explain the various ways through which employee loyalty can be accomplished?

   c) What is Human Resource Information system? Explain the merits and demerits of the Human Resource Information system?

   d) What is HR Valuation? Explain the various methods of Valuation?

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