

Roll No.

BBA-303(N)

B. B. A. (Third Semester) EXAMINATION, Dec., 2017

(New Course)

Paper Third

HUMAN RESOURCE MANAGEMENT

Time : Three Hours] [Maximum Marks : 70

Note : Attempt questions from all Sections as directed.

Inst. : The candidates are required to answer only in serial order. If there are many parts of a question, answer them in continuation.

Section—A

(Short Answer Type Questions)

Note : Attempt all questions from this Section. Each question carries 3 marks.

1. (A) Industrial Revolution and its contribution.
- (B) Welfare Officer.
- (C) Concept of Human Resource Strategy.
- (D) Halsey and Rowan Plan.
- (E) Scope of Ergonomics.
- (F) Assessment Centres.
- (G) Dearness Allowance.

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- (H) Gripe Boxes.
- (I) Criteria for evaluation of training effectiveness.
- (J) Motion study and therbligs.

Section—B

(Long Answer Type Questions)

Note : Attempt any *two* questions. Each question carries 10 marks.

- 2. 'Human Resource Management is an advancement over the traditional concept of Personnel Management.' Do you agree ? Explain.
- 3. Enumerate the important features of HRD. How does HRD make an organisation dynamic and growth oriented ?
- 4. Discuss the need for HR policies in any organisation. Illustrate your answer with examples from the corporate world.
- 5. What are the major objectives of Human Resource Planning ? What role can HRP play in a major bank in the current competitive environment ? Discuss the strategies that the bank may adopt for managing surpluses and shortages. You can make suitable assumptions.

Section—C

(Long Answer Type Questions)

Note : Attempt any *two* questions. Each question carries 10 marks.

- 6. Differentiate between 'forced choice method' and 'forced distribution method' of performance appraisal. What errors can managers make in appraising their subordinates ?

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- 7. 'Trade Unions in our country suffer from several weaknesses.' Discuss.
- 8. Differentiate between Taylor's differential piece rate system and Merrick's differential piece rate system.

From the following particulars calculate the total earning of workers A, B and C under Merrick's differential piece rate system :

Normal rate is ₹ 5 per unit

Standard production per hour = 10 units

In an 8 hours day :

A produced 65 units

B produced 70 units

C produced 110 units

- 9. Differentiate between need-based minimum wage and statutory minimum wage. Explain the fixation of wages under Minimum Wages Act in India.

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