

Roll No. 0201858

BBA-303(N)

**B. B. A. (Third Semester)
EXAMINATION, Nov./Dec., 2018**

(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 : All questions are compulsory. Each question carries 3 marks.

1. (A) Characteristics of HRM
- (B) Constituents of HR Policy
- (C) Concept of Succession Planning
- (D) Objectives of Career Planning
- (E) Management by Objectives
- (F) Merit vs. Seniority in Promotion

(C-88) P. T. O.

- (G) Modern theory of Job design
- (H) Concept of Motion study
- (I) Difference between time rate system and piece rate system
- (J) Causes of indiscipline in Organisations

Section—B

(Long Answer Type Questions)

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

2. 'HRM is solely the function of HR department'. Explain giving reasons. Discuss the role of HRM in industrial organisations.
3. Explain the features of HRD approach in management. Describe how this approach is an advancement over earlier approaches to HRM.
4. Why is Job Analysis considered to be the most basic human resource management activity ? Describe the end products of Job Analysis Programme.
5. Differentiate between Forced Choice method and Forced Distribution method of Performance Appraisal. Suggest ways to improve utility of Performance Appraisal system.

Section—C

(Long Answer Type Questions)

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

6. Explain the principles of compensation management. Why is internal and external equity required ?

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7. What do you mean by the term incentive ? Explain Taylor's incentive plan and Merrick's incentive plan.
8. Define the term Industrial relations. State the factors that are responsible for poor industrial relations and suggest measures for improving them.
9. Why do workers join trade unions ? Discuss measures for strengthening trade unions in India.

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