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# COER University

## END SEMESTER EXAMINATION, EVEN SEM 2022-23

Time

: 3 hours

Program Name : BBA

Course Name : Human Resource Management

Total Marks : 100

Semester : II

Course Code : BBA203 / sor3104

Note: All questions are compulsory. No student is allowed to leave the examination hall before the completion of the time.

Q. No 1	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Describe the Objectives and Functions of Human Resource Management	CO 1	2
(b)	Outline the various functions of the Personnel Department.	CO 1	2
(c)	Explain the various personnel policies.	CO 1	2
(d)	Demonstrate the process of job analysis and job design in HRM.	CO 1	2
(e)	Discuss the characteristics of a sound HR policy?	CO 1	2

Q. No 2	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Define Job Analysis? And discuss the objectives of Job Analysis	CO 2	4
(b)	Analyze the impact of changes in technology on manpower planning.	CO 2	4
(c)	Discuss the recent trends of Recruitment methods as being adopted by various companies.	CO 2	4
(d)	Evaluate the validity and reliability of job analysis data.	CO 2	4
(e)	Contrast between Job Description and Job Specification.	CO 2	4

Q. No 3	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Explain the benefits of training and development to employees.	CO 3	5
(b)	Describe the processes and considerations involved in promotions within organizations, including the criteria used to determine employee readiness for promotion.	CO 3	5
(c)	Discuss the problems related to dismissal and discipline	CO 3	5
(d)	Why is training and development important for organizations, and what are the key needs that training and development programs address?	CO 3	5
(e)	Explain the need of Induction program.	CO 3	5

Q. No 4	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Describe Maslow's Hierarchy of Needs theory and its relevance to employee motivation.	CO 4	2
(b)	Explain McGregor's Theory X and Theory Y and how they impact employee motivation.	CO 4	2
(c)	How to link employee recognition and involvement programmes with motivational theories.	CO 4	-2

Q. No 5	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Explain in full 360 degree appraisal	CO 5	2
(b)	Discuss the benefits and challenges of implementing MBO as a performance appraisal technique.	CO 5	2
(c)	Discuss the benefits and limitations of Performance Appraisal.	CO 5	2

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