

(7 pages)

Reg. No. :

Code No. : 10688E Sub. Code : EMBA 42

B.B.A. (CBCS) DEGREE EXAMINATION,
APRIL 2025.

Fourth Semester

Business Administration — Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2023 only)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. _____ is a characteristic of Human Resource Management.
 - (a) Focus on material resources
 - (b) Development of human capital
 - (c) Production planning
 - (d) Marketing strategies

2. Which of the following is a primary responsibility of an HR Manager?
 - (a) Product development
 - (b) Workforce planning and management
 - (c) Financial auditing
 - (d) Supply chain management
3. What is the main objective of Human Resource Planning?
 - (a) To increase marketing share
 - (b) To ensure the right number of people with the right skills are available
 - (c) To monitor competitors
 - (d) To increase product innovation
4. _____ is not a method of Job Evaluation?
 - (a) Ranking method
 - (b) Classification method
 - (c) Sales forecasting
 - (d) Point factor method

5. Which of the following is an on-the-job training method?
 - (a) Role-playing
 - (b) Case study
 - (c) Job rotation
 - (d) Lecture
6. What is the key objective of conducting a Training Needs Assessment?
 - (a) To increase product sales
 - (b) To identify gaps in employee skills and knowledge
 - (c) To improve building infrastructure
 - (d) To finalize annual reports
7. _____ is considered a direct form of employee compensation.
 - (a) Bonus
 - (b) Health insurance
 - (c) Paid vacation
 - (d) Retirement benefits
8. What is a key purpose of employee engagement programs?
 - (a) Increase employee disengagement
 - (b) Foster commitment and productivity
 - (c) Reduce product cost
 - (d) Expand market size

9. Which of the following is an objective of HR Audit?
 - (a) To prepare a marketing plan
 - (b) To evaluate HR policies, practices, and performance
 - (c) To enhance production capacity
 - (d) To develop financial statements
10. Which of these is associated with Virtual HRM practices?
 - (a) Manual attendance
 - (b) Remote hiring and online training
 - (c) Face-to-face interviews only
 - (d) Traditional performance appraisals

PART B — (5 × 5 = 25 marks)

Answer ALL questions by choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) Write a short note on the nature and scope of Human Resource Management.

Or

- (b) What are the major differences between Personnel Management and Human Resource Management?

12. (a) Explain the process of job analysis and its importance.

Or

- (b) Describe various types of employment tests used in the selection process.

13. (a) What are the various stages in the Training and Development process?

Or

- (b) Explain the concept of Career Development and its importance for employees.

14. (a) Discuss the importance of Employee Welfare and Social Security measures in an organization.

Or

- (b) Explain various methods of evaluating Employee Engagement.

15. (a) Explain the benefits of conducting a Human Resource Audit.

Or

- (b) Write short notes on Green HRM and its relevance in today's organizations.

PART C — (5 × 8 = 40 marks)

Answer ALL questions by choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Discuss the functions, roles, and responsibilities of HR Managers in detail.

Or

- (b) Explain the essential characteristics of Human Resource Management and its relevance to modern organizations.

17. (a) Describe in detail the methods of Recruitment and Selection, highlighting the difference between the two.

Or

- (b) Elaborate on Job Evaluation methods and their impact on organizational structure.

18. (a) Analyze the importance of Training and Development for employee and organizational growth.

Or

- (b) Discuss in detail the various methods of training and their application in different organizational contexts.

19. (a) What are the components of Employee Compensation? Explain with suitable examples.

Or

- (b) Explain the concept of Employee Engagement, its importance, and how organizations can improve it.
20. (a) Discuss the scope and process of HR Audit. How does it improve organizational performance?

Or

- (b) Analyze recent trends in HRM focusing on Green HRM and Virtual HRM with examples.
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