



K-3535

Seat No. _____

Second Year B. B. A. (Sem. IV) Examination

September / October – 2012

Human Resource Management

(New Course)

Time : 3 Hours]

[Total Marks : 70

Instruction :

नीचे दृष्टावेक निशानीवाणी विगतो उत्तरवही पर अवश्य कपवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="SECOND YEAR B. B. A. (SEM. 4)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="HUMAN RESOURCE MANAGEMENT (NEW)"/>	<input type="text"/>
Subject Code No. : <input type="text" value="3"/> <input type="text" value="5"/> <input type="text" value="3"/> <input type="text" value="5"/>	<input type="text" value="Student's Signature"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	

(2) All questions are compulsory.

- 1 Briefly explain the following terms : (any eight) 16
- Time Wage System
 - Critical Incident Method
 - Demotion
 - Placement
 - Upgradation
 - Job Rotation
 - Integration Function
 - Job Enrichment
 - Succession Planning
 - Job Evaluation.

- 2 (a) Define Human Resource Management. Discuss the limitations of HRM. 7
- (b) Discuss in detail the guidelines for successful HRP. 7

OR

- 2 (a) Discuss Internal sources of Recruitment with its merits and demerits. 7
- (b) Define 'Training'. Explain 'Off-the-Job' methods of training. 7

- 3 (a) Define 'Job Design'. Explain in brief different methods of Job Design. 7
(b) Write a note on Recruitment Practices in India. 7

OR

- 3 (a) Discuss various steps involved in Career Development System. 7
(b) Differentiate between 'Seniority' and 'Merit' based promotion. 7

- 4 (a) Write a note on Piece Wage System. 7
(b) Define 'Performance Appraisal'. Discuss the essentials of an effective appraisal system. 7

OR

- 4 (a) What is Performance Appraisal ? Write a detailed note on Assessment centre. 7
(b) Write a note on state regulations regarding Wage and Salary Administration. 7

- 5 A well reputed chain of two-wheeler dealer wants to fill up 20 positions of 'Customer Service Executive' for its upcoming showrooms in 10 different towns of Gujarat State. 12
If you are working as the HR Manager with this automobile dealership group, how would you carry out Job Analysis for the above stated position ?
Also prepare a proper job description and job specification for this post.