



UA-3535

Seat No. _____

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

March / April – 2012

Human Resource Management

(New Course)

Time : 3 Hours]

[Total Marks :

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. IV)"/>	<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"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	<input type="text"/>
	Student's Signature

All questions are compulsory.

- 1 Briefly answer the following : (any eight) 16
- What do you mean by 'Dry Promotion' ?
 - Differentiate between 'Training' and 'Development'.
 - What do you understand by 'Succession Planning' ?
 - Explain 'Centralized' 'Recruitment'.
 - State any four limitations of HRM.
 - List down any four differences between personnel management and HRM.
 - What do you mean by 'Executive Development' ?
 - Explain 'Seniority' in the context of promotion.
 - List down the components of wage and salary.

- 2 (a) Discuss 'Development' and 'Compensation' function of HRM in detail. 7
- (b) Explain the process of job analysis. 7

OR

- 2 (a) Define 'Recruitment'. Discuss the factors affecting recruitment. 7
- (b) Write a detailed note on 'On-the-Job' training. 7

- 3 (a) Explain in detail any two modern techniques of recruitment. 7
(b) Write a detailed note on identification of training needs. 7

OR

- 3 (a) Discuss the objectives of promotion. What are the alternatives of promotion ? If any. 7
(b) What are the essentials of a sound performance appraisal system ? Discuss. 7
- 4 (a) Discuss in detail the problems of performance appraisal system. 7
(b) Write a note on state regulation regarding wages and salary administration. 7

OR

- 4 (a) Differentiate between 'Time wage system' and 'Piece wage system'. 7
(b) Define 'Performance appraisal'. Discuss the process of performance appraisal. 7

- 5 A reputed automobile dealer wants to fill up 30 positions for 'Sales Executive' for its upcoming showrooms for a new car in four major cities of Gujarat. 12

If you are working as a HR officer with this automobile dealership group, how would you carry out job analysis for the above mentioned post ? Also prepare a proper job description and job specification for this position, which will facilitate the organization in its recruitment and selection process.
