



UA-3539

Seat No. \_\_\_\_\_

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

**March/April – 2012**

**Human Resource Management**  
*(Old Course)*

Time : Hours]

[Total Marks : 70

**Instructions :**

(1)

नीचे दृष्टावेव निशानीवाणी विगतो उत्तरवडी पर अवश्य लपवी. 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 (OLD)"/>	<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="9"/>	<input type="text"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	<input type="text"/>
	Student's Signature

(2) All questions are compulsory.

- 1 Answer in brief : (any five) 10
- (1) Define term industrial relation.
  - (2) List down any four sources of recruitment.
  - (3) Define term Demotion.
  - (4) Difference between training and development.
  - (5) List out any four differences between HRM and PM.
  - (6) Define promotion and transfer.

- 2 What do you mean by Human Resource Planning ? Explain 14  
why it is desirable to carry formal HRP in an organization ?  
Also discuss the guidelines for successful HRP in detail.

- 3 What is selection ? Why it is termed as negative process ? 12  
Discuss the selection process with a suitable example.

**OR**

- 3 What do you mean by training ? How it is different from 12  
education. Also explain how you will identify the training  
need of an employee.

4 Define performance appraisal. Discuss the performance appraisal process for a sales executive's job. 12

**OR**

4 (a) Write a note on Transfer. 6  
(b) Discuss in detail the condition under which time wage system is more suitable. 6

5 (a) Explain the role of trade union in productivity and development. 6  
(b) What are the essentials of a sound incentive plan ? 6

**OR**

5 (a) Explain the factors affecting wages and salary. 6  
(b) Steps in sound HRIS. 6

6 Write short notes : (any two) 10  
(a) Human Resource audit  
(b) Participants in industrial relation  
(c) Seniority as a basis for promotion.

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