



**K-3548**  
**Third Year B. B. A. (Sem. VI) Examination**  
**September / October – 2012**  
**Advanced Personnel Management**

Time : 3 Hours]

[Total Marks : 70

**Instructions :**

(1)

<p>नीचे दृशावेल निशानीवाणी विगतो उत्तरवडी पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.</p> <p>Name of the Examination :</p> <p><b>Third Year B. B. A. (Sem. 6)</b></p> <p>Name of the Subject :</p> <p><b>Advanced Personnel Management</b></p> <p>Subject Code No. : <b>3</b> <b>5</b> <b>4</b> <b>8</b> Section No. (1, 2,.....) : <b>Nil</b></p>	<p>Seat No. :</p> <table border="1" style="width: 100%; height: 20px;"><tr><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td><td style="width: 15%;"></td></tr></table> <div style="border: 1px solid black; border-radius: 15px; height: 60px; margin-top: 10px; display: flex; align-items: center; justify-content: center; padding: 10px;">Student's Signature</div>						

- (2) All questions are **compulsory**.  
(3) Figures to the **right** indicate full marks for that question.

- 1 Define Human Resource Management. Give a brief background of Economic Liberalization and the impact of this changed policy on business organizations. Also discuss its impact on HRM. 10
- 2 Answer in brief : (any **five**) 10
- (a) Define 'Human Resource Audit'.  
(b) List down any four objectives of HR Audit.  
(c) State any four characteristics of HR Research.  
(d) Why is it desirable to carry out HR Research ?  
(e) List down the steps in carrying out HR Research.  
(f) List down any four benefits accruing from HR Audit.
- 3 Discuss the procedure for VRS. Also list down any six challenges in implementing employee exit. 10
- 4 Define HRD. Differentiate between Personnel Function and HRD. Also list down the assumptions based on which the HRD mechanisms are designed. 10

OR

- 4 What is HRD ? Discuss the various principles to be followed to make HRD effective. 10
- 5 Answer the following : (any four) 20
- (a) Discuss the 3E's approach to accident prevention.
  - (b) Define 'Stress'. List down at least eight occasions when employees in an industrial undertaking are exposed to stress.
  - (c) Discuss the remedial measures for reducing excessive labour turnover.
  - (d) Define 'Accident'. Discuss indirect costs associated with an accident.
  - (e) What are Occupational Diseases ? List down at least eight provisions to safeguard employees against occupational diseases as per The Factories Act, 1948.
  - (f) Write a note on 'Work Stress and Personality'.
  - (g) What are 'Occupational Hazards' ? Briefly discuss the various forms of environmental hazards.
- 6 Define 'Empowerment'. State the four broad factors influencing empowerment and explain any two of them. 10
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