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BRAINWARE UNIVERSITY

Term End Examination 2024-2025

Programme – M.Com.(BFA)-2024

Course Name – Human Resource Management

Course Code - MBF20201A

(Semester II)

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

- (i) Identify the primary role of Human Resource Management in an organization
 - a) Managing employees and their development
 - b) Handling financial transactions
 - c) Developing marketing strategies
 - d) Controlling supply chain operations
- (ii) Observe how does HR help in talent acquisition
 - a) By conducting random hiring
 - b) By outsourcing all recruitment
 - c) By identifying and hiring the right talent
 - d) By eliminating the hiring process
- (iii) Choose the role of HR in employee retention
 - a) By ignoring employee concerns
 - b) By recognizing employee contributions
 - c) By offering competitive salaries and benefits
 - d) By conducting exit interviews
- (iv) Give examples of external recruitment sources.
 - a) Internal promotions and transfers
 - b) Job postings and advertisements
 - c) Employee referrals and job rotation
 - d) Promotions and demotions
- (v) Contrast external and internal recruitment.
 - a) External recruitment is faster
 - b) Internal recruitment is more expensive
 - c) External recruitment brings fresh talent, while internal recruitment relies on existing employees
 - d) Internal recruitment is riskier
- (vi) Show the purpose of psychological tests in selection.
 - a) To assess technical skills
 - b) To evaluate mental capabilities and personality
 - c) To train employees
 - d) To conduct salary negotiations

- (vii) Illustrate a situation where demotion is necessary.
- | | |
|--|---|
| a) Employee excels in performance | b) Employee violates company policies |
| c) Employee receives a performance award | d) Employee completes training successfully |
- (viii) Explain why job transfers are implemented in organizations.
- | | |
|-------------------------------------|---|
| a) To punish employees | b) To provide career growth and skill enhancement |
| c) To decrease workforce efficiency | d) To reduce salary costs |
- (ix) Interpret the significance of retirement planning for employees.
- | | |
|--|---------------------------------|
| a) Helps in financial security post-retirement | b) Increases employee workload |
| c) Reduces motivation levels | d) Leads to job dissatisfaction |
- (x) Determine the primary focus of induction training.
- | | |
|---|---------------------------------------|
| a) Familiarizing new employees with the organization's culture and policies | b) Preparing employees for retirement |
| c) Helping employees resign | d) Reducing employee engagement |
- (xi) Select the primary objective of performance appraisal.
- | | |
|---|----------------------------------|
| a) To assess and improve employee performance | b) To randomly promote employees |
| c) To eliminate team collaboration | d) To reduce job satisfaction |
- (xii) Correlate performance appraisal with employee motivation.
- | | |
|---|--|
| a) Proper feedback can enhance motivation | b) Appraisal leads to salary reduction |
| c) Employees dislike any evaluation | d) No impact on employee performance |
- (xiii) Decide the best approach to prevent employee grievances.
- | | |
|--|---------------------------------|
| a) Clear policies and regular feedback | b) Ignoring employee concerns |
| c) Strict hierarchical rules with no flexibility | d) Avoiding employee engagement |
- (xiv) Consider the role of Artificial Intelligence in employee grievance handling.
- | | |
|--|-------------------------------|
| a) Automates issue tracking and response | b) Eliminates the need for HR |
| c) Increases manual work | d) Reduces transparency |
- (xv) Select the biggest challenge companies face in managing expatriates.
- | | |
|--|-----------------------------------|
| a) High relocation costs and adjustment difficulties | b) No need for additional support |
| c) Easy cultural adaptation | d) Low language barriers |

Group-B

(Short Answer Type Questions)

3 x 5=15

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|---|-----|
| 2. Explain the importance of recruitment in an organization. | (3) |
| 3. Illustrate the role of psychological tests in employee selection with examples. | (3) |
| 4. Define Human Resource Management (HRM) | (3) |
| 5. Conclude the significance of relocating and easing out employees in an organization. | (3) |
| 6. Compare wages and salary with examples. | (3) |

OR

- | | |
|---|-----|
| Conclude the significance of employee benefit programs in improving job satisfaction. | (3) |
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Group-C

(Long Answer Type Questions)

5 x 6=30

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|---|-----|
| 7. Determine the significance of strategic Human Resource Management in business success. | (5) |
|---|-----|

8. Focus on the role of training in employee skill enhancement. (5)
9. Compare performance appraisal and performance management. (5)
10. Justify the need for a 360-degree performance management feedback system. (5)
11. Illustrate the impact of globalization on Human Resource Management. (5)
12. Contrast on-the-job training and off-the-job training. (5)

OR

Differentiate between aptitude tests and personality tests in employee selection. (5)
