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BRAINWARE UNIVERSITY

Term End Examination 2024-2025

Programme – BBA(DM)-Hons-2023

Course Name – Human Resource Management

Course Code - BBD40109

(Semester IV)

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) Select the primary role of an HR manager in an organization.
 - a) Hiring employees
 - b) Managing employee relations
 - c) Overseeing payroll
 - d) Handling legal cases
- (ii) Select the key reason for organizational downsizing.
 - a) Economic downturn
 - b) Increase in workforce
 - c) Opening new branches
 - d) Expanding operations
- (iii) Select the purpose of job analysis.
 - a) Determining salaries
 - b) Understanding job roles and responsibilities
 - c) Hiring new employees
 - d) Managing performance appraisals
- (iv) Identify the component that is not part of job specification.
 - a) Skills required
 - b) Educational qualifications
 - c) Work environment
 - d) Work experience
- (v) Select an example of an external source of recruitment.
 - a) Promotions
 - b) Transfers
 - c) Employee referrals
 - d) Campus placements
- (vi) Identify the primary goal of job rotation.
 - a) Employee motivation
 - b) Skill diversification
 - c) Increased salary
 - d) Job elimination
- (vii) Identify a feature of the case study method.
 - a) Real-world problem analysis
 - b) Group discussions
 - c) Simulated environment
 - d) On-the-job learning
- (viii) Classify a key element of sensitivity training.
 - a) Understanding interpersonal relationships
 - b) Improving technical skills
 - c) Learning new software
 - d) Mastering project management
- (ix) Identify the main objective of management games.

- a) Simulating real-world decision making b) Increasing entertainment value
c) Reducing workload d) Removing conflict
- (x) Classify the key focus of mentoring.
a) Long-term career development b) Short-term project completion
c) Reducing employee workload d) Eliminating need for HR
- (xi) Articulate the primary objective of performance appraisal.
a) Identify training needs b) Reduce salaries
c) Increase workload d) Eliminate employees
- (xii) Articulate one method of performance appraisal.
a) Graphic rating scale b) Employee termination
c) Increasing workload d) Reducing training
- (xiii) Articulate a common reason for employee transfers.
a) Organizational restructuring b) Reducing productivity
c) Increasing absenteeism d) Eliminating roles
- (xiv) Predict one characteristic of performance appraisal methods.
a) Evaluation of employee performance b) Assigning more work
c) Reducing incentives d) Increasing work hours
- (xv) Predict a key method used in performance appraisal.
a) 360-degree feedback b) Ignoring performance data
c) Increasing subjective evaluations d) Reducing employee engagement

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Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the steps involved in the selection process. (3)
3. Explain different types of job interviews. (3)
4. Explain the advantages of understudy training. (3)
5. Describe different methods of performance appraisal. (3)
6. Differentiate between Placement and Induction. (3)

OR

Differentiate between Transfers and Promotions. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Explain the role of self-appraisal in performance evaluation. (5)
8. Explain the relationship between potential appraisal and career planning. (5)
9. Explain the advantages of performance appraisal to employees. (5)
10. Describe the meaning of performance appraisal. (5)
11. Cite the 360-degree appraisal method. (5)
12. Estimate the role of government in wage regulation. (5)

OR

Estimate the role of psychological appraisal in assessing potential. (5)
