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Brainware University
Barasat, Kolkata -700125

Term End Examination 2025-2026
Programme – BBA(HM)-Hons-2023
Course Name – Human Resource Management
Course Code - BHM50204
(Semester V)

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) Why training and development is important in HRM?

a) Reduces employee engagement
b) Improves performance and prepares for future roles
c) Limits growth
d) Reduces salaries

(ii) Apply the concept of performance appraisal.

a) Increase salary without review
b) Ignore employee feedback
c) Evaluate performance and provide feedback
d) Promote without criteria

(iii) Choose the correct application of HRIS.

a) Manual attendance
b) Hiring through referral only
c) Managing employee data through software
d) Ignoring records

(iv) Outline one key reason job analysis promotes legal compliance.

a) Tracks inventory
b) Provides objective basis for employment decisions
c) Handles sales
d) Improves brand image

(v) Relate job design with globalization.

a) Increases absenteeism
b) Makes jobs simpler
c) Incorporates local and global job expectations
d) Reduces diversity

(vi) Which interview type involves many interviewers?

a) One-on-one
b) Group
c) Panel
d) Online

(vii) Interpret the function of background verification.

a) To hire temporary staff
b) To evaluate soft skills
c) To ensure credibility of candidates
d) To offer training

(viii) How walk-ins help recruitment?

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a) Increases costs
b) Limits applicants
c) Allows direct access to candidates
d) Reduces visibility

(ix) How a structured induction program helps in retention?

a) By increasing salary
b) By reducing information
c) By supporting new hires
d) By increasing paperwork

(x) Explain the role of feedback in the induction program.

a) To punish poor performance
b) To ignore suggestions
c) To improve future programs
d) To shorten induction

(xi) How job-specific training enhances productivity?

a) It adds confusion
b) It slows down onboarding
c) It helps employees perform their roles better
d) It is irrelevant

(xii) Interpret the bell curve in performance appraisal.

a) Everyone gets high ratings
b) Forces ranking into performance levels
c) No ranking needed
d) All are low performers

(xiii) Outline the key features of 360-degree feedback.

a) Feedback from only HR
b) Feedback from multiple sources
c) Only supervisor ratings
d) Based on salary

(xiv) What is the purpose of workforce diversity programs?

a) Reduce HR cost
b) Encourage innovation and inclusiveness
c) Control employee turnover
d) Limit promotions

(xv) Which law governs employee welfare in India?

a) Factories Act, 1948
b) Income Tax Act, 1961
c) Companies Act, 2013
d) Banking Regulation Act, 1949

Group-B

(Short Answer Type Questions) 3 x 5=15

2. Explain the integrated approach of HRM. (3)
3. Interpret the need for periodic review of job data. (3)
4. Choose one internal source of recruitment and explain. (3)
5. Outline the steps involved in performance management. (3)
6. Explain the four levels of the Kirkpatrick model. (3)

OR

Compare role-specific training with general orientation. (3)

Group-C

(Long Answer Type Questions) 5 x 6=30

7. Why is employee welfare considered an important function in HRM? (5)
8. Compare task-oriented vs. worker-oriented job analysis. (5)
9. List the stages of the selection process. (5)
10. How training supports performance improvement? (5)
11. What are common errors in performance appraisal? (5)
12. Justify the use of technology in modern HR training programs. (5)

OR

Choose a suitable HRD method for leadership development. (5)

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