



## **BRAINWARE UNIVERSITY**

## Term End Examination 2022 Programme – BBA-2019/BBA-2020 Course Name – Human Resource Planning Course Code - BBAD502H ( 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 followi	ng :	
(i)	Name the step where the management finds out how effective it has been at hiring and placing employees.		
(ii)	<ul><li>a) Performance Management</li><li>c) Performance appraisal</li><li>Identify which of the below is not an objective</li></ul>	<ul><li>b) Performance analysis</li><li>d) Performance evaluation</li><li>of Performance appraisal?</li></ul>	
(iii)	<ul><li>a) assessment of performance</li><li>c) maintaining organisational control</li><li>is not a step of performance approximation</li></ul>		
(iv)	<ul><li>a) Communicating standards</li><li>c) Discussing the results</li><li>is a theoretical leading</li></ul>	b) comparing actual with standards d) adjusting the standards earning in classrooms	
(v)	<ul><li>a) Development</li><li>c) Education</li><li>Illustrate the importance of training</li></ul>	b) Training d) Teaching	
(vi)	<ul><li>a) Improves morale of employees</li><li>c) Increased productivity</li><li>Analyze which of the following is not a method</li></ul>	<ul><li>b) Less supervision</li><li>d) All of the above</li><li>d of 'on the job training'?</li></ul>	
(vii)	<ul><li>a) Supervision</li><li>c) Role play</li><li>Explain how does training and development or organisation?</li></ul>	b) Job instruction d) Job rotation fer competitive advantage to an	
	a) Removing performance deficiencies	b) Individuals have the aptitude and motivation to learn	
(viii)	c) Deficiency is caused by a lack of ability HRD is concerned with an organized series of	d) None of these	
	a) learning activities	b) events	

(ix) Human resource development is an integral part of human resource management,

	which is wider in its approach and does not relate only to providing formal qualification			
(x)	a) False c) Incomplete Statement A: Employers usually survey other fir pay for comparable jobs. Statement B: Most em in a particular pay grade.			
(xi)	<ul> <li>a) Both statements A and B are correct.</li> <li>c) Statement A is correct and B is incorrect.</li> <li>Reviewing relevant background information such and job description is the step in doing</li> </ul>	d) Statement A is incorrect and B is corrich as organization charts, process charts		
(xii)	<ul><li>a) First</li><li>c) Third</li><li>Which of the Selection steps is the most critical</li></ul>	b) Second d) Fourth		
(xiii)	<ul><li>a) Physical examination</li><li>c) Reference and Background checks</li><li>Justify how performance appraisal can contribu</li></ul>	<ul><li>b) Selection decision</li><li>d) Employment interviews</li><li>te to a firm's competitive advantage.</li></ul>		
(xiv)	<ul><li>a) Ensures legal compliances</li><li>c) Improves performance</li><li>Choose the most widely used single method of</li></ul>	<ul><li>b) Minimizing job dissatisfaction and tu</li><li>d) All of the above</li><li>selection</li></ul>	rnover	
	a) Psychological test c) Both (a) and (b) Rearrange the steps of recruitment. I. Searching IV. Screening V. Strategy development	b) Interviewing d) None of the above		
	a) III, II, I, V, IV c) IV, V, III, I, II	b) III, V, I, IV, II d) II, I, IV, V, III		
	<b>Grou</b> (Short Answer Ty	•	3 x 5=15	
3. A a	ow would you conduct an e-recruitment process leading Company wants to retain its top executive bout a plan to motivate the executives. The compow will you retain the executives?	ves in all the departments, Advise the CE		
4. E: 5. D	escribe the need for evaluation of training program  or a newly joined sales  escribe the need for evaluation of training program  OF	trainee of a Pharmaceutical company. am.	(3) (3) (3)	
D	escribe the need for the evaluation of training pr		(3)	
	<b>Grou</b> (Long Answer Ty	-	5 x 6=30	
3. 9. 10. 11.	Compare the functions of HRM and HRD and HRF Explain any 5 methods of Training. What is interviewing? List and explain any four ty Examine the implication of Workforce diversity or Distinguish between Job Description, Job Specific Distinguish between Micro and Macro level view OF	rpes of interviewing methods. n Job design. ration and Job Enrichment. of HRP.	(5) (5) (5) (5) (5) (5)	
	How can an organization develop human resourc changing environmental factors over which mana		(5)	

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