



DCBB – 202

**// Semester B.B.A. Examination, July/August 2024**  
**(NEP Scheme) (Freshers and Repeaters)**  
**BUSINESS ADMINISTRATION**  
**Paper – 2.2 : Human Resource Management**

Time : 2½ Hours

Max. Marks : 60

**Instruction** : Answers should be written in **English** only.

**SECTION – A**

1. Answer **any five** of the following. **Each** question carries **two** marks. **(5×2=10)**
- Give the meaning of Human Resource Management.
  - What is job enrichment ?
  - State any two objectives of induction.
  - What do you mean by training ?
  - State any two limitations of performance appraisal.
  - What is demotion ?
  - Mention any two types of employee engagement.

**SECTION – B**

Answer **any three** questions of the following. **Each** question carries **four** marks. **(3×4=12)**

- Differentiate between HRM and personnel management.
- Briefly explain the uses of job analysis.
- Explain the benefits of training the employees.
- Explain the importance of performance appraisal.
- Discuss the various benefits of employee engagement.

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## SECTION – C

Answer **any three** questions of the following. **Each** question carries **ten** marks.

(3×10=30)

7. Elucidate the recent trends influencing HR practices.
8. Discuss psychometric tests for selection.
9. Explain the various problem faced during induction.
10. Explain in detail the process of performance appraisal.
11. Explain briefly the drivers of employee engagement.

## SECTION – D

Answer **any one** out of two questions, carries **eight** marks.

(1×8=8)

12. What is job analysis ? Explain the process involved in job analysis.
13. Case study :

You are working in HR division of a trading organisation. Your firm is asking you to identify two persons from the existing employees to promote newly created "General Manager" post for two of its units.

**Questions :**

- 1) Discuss the basis of promotion.
  - 2) What procedure do you follow to identify the required people ?
  - 3) What should be the elements in a sound promotion policy ?
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