

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2019–2020 and thereafter)

B.B.A. DEGREE EXAMINATION NOVEMBER 2023
BUSINESS ADMINISTRATION
THIRD SEMESTER

COURSE : MAJOR – CORE
PAPER : HUMAN RESOURCE MANAGEMENT
SUBJECT CODE : 19BA/MC/HR34
TIME : 3 HOURS **MAX. MARKS: 100**

SECTION – A

ANSWER ALL QUESTIONS: (10 x 2 = 20)

1. Define Human Resource Management.
2. What is the purpose of a job analysis?
3. Differentiate between on-the-job and off-the-job training methods.
4. What do you mean by wage incentive plan?
5. Differentiate Promotion and Demotion.
6. List the qualities of Human resource manager.
7. Explain the difference between recruitment and selection in HRM.
8. What is Induction?
9. Define compensation.
10. State the different types of transfers.

SECTION – B

ANSWER ANY FIVE QUESTIONS: (5 x 8 = 40)

11. Differentiate personnel management from HRM.
12. Discuss the problems of Human resource planning and suggest the methods to overcome them.
13. Discuss the importance of proper induction of newly recruited employees, with particular reference to India.
14. Describe the factors affecting wages.
15. Discuss the pros and cons of promotions – merit, seniority, merit cum seniority.
16. Explain the sources of recruitment.
17. Explain the concept of training and state its importance in improving the organisational efficiency.

SECTION – C

ANSWER ANY TWO QUESTIONS: (2 x 20 = 40)

18. Explain the functions of Human resource management.
19. Describe the stages involved in the employee selection process within the organizations. How do these stages contribute to ensuring the right fit between candidates and job roles?
20. Illustrate the modern methods of performance appraisal which are suitable to motivate employees in the changing environment.
21. Discuss the techniques of Executive development.
