

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2022-23 Examination

Semester: 3
Subject Code: 06101202
Subject Name: Human Resource Management - 1

Date: 15/03/2023
Time: 2.00pm to 4.30pm
Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.**A) Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. HRM is concerned with the _____ dimension in management.

a)Marketing	c)Production
b)People	d)Finance
2. _____ is concerned with developing a pool of candidates in line with the HRP.

a)Development	c)Recruitment
b)Training	d)Job Designing
3. A process of comparing employee's performance, in comparison to set standards is called _____.

a)Performance Appraisal	c)Training
b)Compensation	d)Counseling
4. Providing step by step training and enlisting job's basic tasks is _____.

a)Job Rotation	c) Job Instruction Training (JIT)
b)Off-the-job training	d)Committee Assignments
5. 360-degree feedback is also known as _____.

a)Multi-rater feedback	c) Single rater feedback
b)Individual feedback	d) Self feedback

B).Define the following. (Each of 1 mark) (05)

- 1.Selection
- 2.Orientation
- 3.Job Analysis
4. Halo Effect
5. Voluntary Retirement Service (V. R. S.)

C). True or False (Each of 1 mark) (05)

- 1.Delphi Technique is one of the methods to forecast manpower demand in HRP.
- 2.Simulation training is one of the On-the-job training methods.
3. Dry promotion involves increase in pay, status and responsibilities of employees.
- 4.Selection refers to fitting the right person at the right place of work.
- 5.Panel Interview is also called as one to one interview.

Q.2 Answer the following questions.

- A).Explain Ability Test, Graphology Test & Polygraph Test. (07)
- B).What is Separation? Explain any 3 types of separation. (08)

Q.3 Answer the following questions.

- A).Define Performance Appraisal? Explain: 360-degree Appraisal and Forced Choice method. (07)
- B).Explain Interview & discuss in brief any 4 types of interviews in the process of Selection. (08)

Q.4 Attempt any two questions. (Each of 7.5 mark) (15)

1. What is Orientation? Explain Formal and Informal Orientation.
2. What is Transfer? Explain any 3 types of Transfer.
3. Explain a) Job Rotation b) Job Enlargement c) Job Enrichment.
4. Define On –the- Job training. Explain any 3 methods of On-the-job Training.