Sanjay Ghodawat University, Kolhapur

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

2018-19
EXM/P/09/01

Year and Program:2018-19	**School of Commerce & Management**	**Department of SY BBA**
Course Code: MBC205	**Course Title: Human Resource Management**	**Semester – III**
Day and Date: Wednesday, 05/12/18	**End Semester Examination (ESE)**	**Time: 2.30-5.30** **Max Marks: 100**

Instructions:
1) All questions are compulsory.
2) Assume suitable data wherever necessary.
3) Figures to the right indicate full marks.

			Marks	Bloom's Level	CO
Q.1		**Answer the following questions.**			
	a)	Examine the Managerial & Operative Functions of HRM.	07	L_4	CO1
		OR			
	a)	Explain in detail importance of HRM.	07	L_2	CO2
	b)	Elaborate the Process of Job Analysis.	08	L_5	CO3
		OR			
	b)	Opine on why organizations use information obtained through Job Analysis.	08	L_4	CO3
Q.2		**Answer the following questions.**			
	a)	Define HRP and enumerate the objectives of the same.	07	L_1	CO3
		OR			
	a)	Explain the process of HRP.	07	L_2	CO3
	b)	Write a note on Induction and placement process.	08	L_1	CO4
		OR			
	b)	Examine the phases of Selection Process.	08	L_4	CO4
Q.3		**Answer the following questions (any Two)**			
	a)	Define the term HRM & its objectives.	08	L_1	CO1
	b)	Elaborate the methods of Data Collection for Job Analysis.	08	L_4	CO2

	c)	Which are the factors influencing on estimating Human Resources?	08	L_1	CO3
	d)	Enumerate the different sources of recruitment.	08	L_2	CO4
Q.4		**Answer the following questions (any Two)**			
	a)	Define training and development and differentiate between the two.	09	L_4	CO5
	b)	Explain off the job training methods.	09	L_2	CO5
	c)	Illustrate the Techniques of Management Development?	09	L_2	CO5
Q.5		**Answer the following questions (any Two)**			
	a)	Discuss in detail Methods of Performance Appraisal.	09	L_5	CO6
	b)	Define Performance Appraisal. State its purpose.	09	L_1	CO6
	c)	Explain in detail the Process of Performance Appraisal.	09	L_2	CO6
Q.6		**Answer the following questions (any Three)**			
	a)	Discuss in detail Need Analysis of Training	06	L_5	CO5
	b)	Explain on the job training methods.	06	L_2	CO5
	c)	What is the importance of performance appraisal?	06	L_1	CO6
	d)	Analyse the Paired Comparison & 360^0 Methods of Performance Appraisal.	06	L_4	CO6

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